CANADA

THE LABOUR GAZETTE

Paid Vacations in Canadian Industry (p. 553)

Published Monthly by the
PARTMENT OF LABOUR
CANADA

Vol. LXIII No. 7

JULY 31, 1963

PUBLICATIONS OF THE DEPARTMENT OF LABOUR

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(Continued on page three of cover)

THE LABOUR GAZETTE

Official Journal of the Department of Labour, Canada

Hon. Allan J. MacEachen, Minister — George V. Haythorne, Deputy Minister

Published Monthly in English and French

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68648-5—1

Canadian Government Annuities

Another eight thousand Canadians came under security provisions of Government Annuities Act during past fiscal year. Act is administered by Annuities Branch

During the fiscal year that ended March 31, a further 7,983 Canadians came under the security provisions of the Government Annuities Act, which is administered by the Annuities Branch of the Department of Labour.

The new business for the year amounted to 4,009 deferred annuities, 287 immediate annuities, and 6 group contracts covering 20 employees. The number of new employees entering old groups was 3,667, largely replacing employees who had retired, died, or left their employer's service.

Most of the new deferred annuities were registered for tax exemption on premiums under Section 79B of the Income Tax Act.

At the end of the 1962-63 fiscal year, 203,742 persons were insured under 1,437 pension plans; 161,090 were employees at work and 42,652 held paid-up deferred pensions by reason of termination of service before retirement age. There were 89,616 individual deferred annuity contracts in force.

Approximately 70,000 persons are receiving annuities under 88,379 contracts and certificates, in payment of which 810,270 cheques were mailed. During the year, 3,227 employees retired on pension, and 2,490 individual contracts matured for payment of annuity.

The average age of persons drawing annuities was 70.4 for men and 70.2 for women. The average age at death for the 4,001 deaths reported during the year was 75.7 for men, 80.0 for women.

The guiding principle of Canadian Government Annuities was stated in the preamble of the original Government Annuities Act of 1908: "whereas it is in the public interest that habits of thrift be promoted and that the people of Canada be encouraged and aided thereto so that provision may be made for old age; and whereas it is expedient that further facilities be afforded for the attainment of the said objects . . ."

The sale of annuities began on September 1, 1908. The price of an annuity was moderate, premium payments were flexible, and the cost of administration was borne by the Government. Generally, a purchaser made his payments at the post office, where they were entered in his passbook; but he could remit them directly to Ottawa. These basic conditions have remained unchanged.

The maximum annuity was originally set at $600. Five years later the limit was raised to $1,000. In 1920 the Government, in order to attract revenue, departed somewhat from the original purpose of the Act and increased the maximum annuity to $5,000. The limit was reduced to $1,200 in 1931 and has remained at that amount since.

The Act includes a provision to enable an employer to buy government annuities to provide pensions for his employees. About 1938, an increased demand for pension plans arose; the increase gained impetus soon after because of the excess profits tax and the wage-freeze imposed during World War II. Government annuities were extensively used to underwrite pension plans, and a rapid rise was noted in the number of persons for whom annuities were being bought. From 1940 to 1951, about 900 pension plans, covering about 173,000 employees, were underwritten by the Annuities Branch.

The $1,200 limit has turned out to be too small for pension purposes. For pensions in excess of $1,200, employers are put to the inconvenience of going to another underwriter for the excess portion. Bills to amend the Act in this, and other, aspects were introduced in Parliament in 1948 and 1951 but were not passed.

The original premium basis remained in effect until 1936, when it became evident that annuitants were living longer than anticipated by the premium scale. Premiums were temporarily increased by 15 per cent, and a mortality study was made. From the study came a new mortality basis, adopted in 1938, providing for greater longevity of annuitants. The mortality basis was changed again in 1948, in 1952 and in 1957. The basis adopted in 1957 has a built-in allowance for future increases in longevity.

The period of highest sales of government annuities was the two fiscal years 1946-47 and 1947-48, during which time 84,530 contracts and group certificates were issued.

The Government Annuities Act was administered at the outset by the Minister of Trade and Commerce, was transferred to the Post Office Department in 1912 and to the Department of Labour in 1922.

From the Labour Gazette, July, 1913

50 Years Ago This Month

Union membership in Canada in 1912 was 17,000 higher than in 1911 and totalled 136,400, the second annual report on labour organization states. Employment situation generally good in eastern Canada but unemployment on rise in West

Union membership in Canada in 1912 totalled 136,389 in 1,638 locals of international trade unions, it was stated in the second annual report on labour organizations in Canada, published in the LABOUR GAZETTE for July 1913. This was an increase of 16,974 members and 107 locals over the figures reported for 1911.

(At the beginning of 1962 union membership totalled 1,423,000 in 6,989 locals, according to the 51st annual edition of *Labour Organizations in Canada* (L.G., March, p. 201).)

"Of Canadian central organizations there are 217 local branches with a total reported membership of 15,616, a slight increase for the year," the report said. "In addition, there are 28 independent bodies, of which 16 report a membership 8,115, thus bringing the total membership reported in the 1,883 local branches and independent trade union organizations of all types in Canada at the close of the year to 160,120. The total membership reported for 1911 was 133,132, contained in 1,741 local and independent bodies."

Employment in June 1913 was generally good in eastern Canada but unemployment was increasing in the West, according to reports from local correspondents published in the July 1913 number. Western correspondents attributed the slackness in labour demand to "the tightness of the money market."

Such places in the Maritimes as Sydney, Truro, Halifax, Moncton, Saint John and Fredericton reported: "Labour conditions active and labour generally well employed—unskilled labour scarce—business brisk, but the supply of labour equal to the demand—general conditions of the labour market exceedingly good."

In the province of Quebec, correspondents reported: "the demand for labour brisk—labour exceptionally well employed during June—general condition of the labour market good—labour very scarce—labour well employed, skilled and unskilled labourers being in great demand," and so on.

From Ontario, reports were still good in most parts. Brockville said, "There was a slight falling off in the general demand for labour during June, . . . and the supply was equal to the demand in nearly every trade." Kingston said the demand for men in June was greater than the supply. Belleville, Toronto and St. Catharines reported labour generally well employed.

In southwestern Ontario, however, reports from some places were not so favourable. The Berlin correspondent said June "did not compare favourably with last, nor with the corresponding month of last year." The Woodstock report was that some of the factories laid off men and some were running shorter hours.

In Winnipeg the situation showed a marked change from that farther east. The correspondent from this point said, "Taking into consideration the season of the year, labour generally has been but poorly employed." The report from Brandon was, "The prevailing note in practically all lines of industry was one of quietness. The financial stringency shows no sign of relaxing . . ." Regina said that the employment situation compared favourably with that of the preceding month, but in the latter part of the month it was apparent "that the number of idle hands was on the increase."

From Saskatoon the report was, "The supply of labour is still in excess of the demand." The Medicine Hat correspondent said that "labour was generally well employed during June, except in the last week, when the city was compelled to lay off quite a large number of men owing to the tightness of the money market." Calgary said, "Labour conditions showed no improvement and there were many men idle in every branch of the building trades."

From New Westminster, the report was, "There was no improvement in the labour market during the present month, in fact conditions are not as good as in May. The number of unemployed would be greatly in excess of last month if large numbers of wage earners had not left for other fields." Vancouver said that the general situation showed no improvement over the previous month, and "The city is over-stocked with a large number of workmen of all trades and callings."

From Victoria the correspondent wrote, "There was little change in labour conditions during June, and at the end of the month, while there was a considerable amount of work in progress, there were also a number of men unemployed."

Society of Engineers Alarmed At Shortage of Technicians

"Unless the number of graduates from technical institutes and technical programs in other schools is markedly increased, there certainly will not be enough fully-trained technicians of all kinds to meet future needs," it was declared in a prepared statement issued at the close of an international meeting in Montreal last month of the Society of Automotive Engineers.

The Society said the shortage of technicians was serious and "likely to grow worse before it grows better."

More technicians are needed to free engineers from detail work to enable them to concentrate on more creative and productive efforts. The rapid advance of engineering technology during the last decade now requires that technicians must have much of the education and many of the qualities that graduate engineers had prior to 1955, the Society pointed out.

"Yet many companies and the general public still have the idea that a technician is a 'low-level' person, dependent upon graduate engineers for direction. The picture of technicians as 'second-rate' is not only unfair and untrue, but also discourages young people from going into the field," it was stated.

Companies now often employ engineers, at higher salaries, for work that qualified technicians could do better, the SAE said.

Firm Advances Technologically, Production Workers Grow Fewer

The ratio of hourly production workers and technicians to engineers and scientists in a United States aircraft plant has dropped from 10.5 to 1 in 1951 to 1.6 to 1 today, in the plant's change to an aerospace operation.

"Similar changes are in prospect for other industries that are moving toward a technologically advanced, research-oriented mode of operations," says a case study of Douglas Aircraft Company described in *Business Week* for June 22.

Not only are hourly production workers fewer but the ones remaining have greater skill and versatility. And machinists in the company's Missiles and Space Systems Division have had to adapt to new materials, new processes and new tools.

"The same space age needs that have drastically slashed demand for riveters, assemblers, fabricators, jig builders, template builders, and foundry workers have generated it for electronics technicians," *Business Week* says. "Also in demand are solderers, who must pass rigid government-administered tests, and certain types of complex machine tool operators."

Increases in Scientists' Earnings In 1962 Largest in Five Years

Increases in annual earnings in the scientific and technical professions in 1962 were the largest recorded in the past five years, according to a preliminary report, *Annual Earnings in the Scientific and Technical Professions, 1962,* recently published by the Economics and Research Branch of the Department of Labour. The report is Professional Manpower Bulletin No. PM/2.

The largest gains in 1962 were in mathematics—$900, chemistry—$900, mathematics and physics—$800, and biology—$700.

From 1958 to 1962 median annual earnings of graduates in agriculture have increased by 25 per cent; in natural science, 21 per cent; in veterinary medicine, 20 per cent; in forestry, 18 per cent; in engineering, 15 per cent; and in architecture, 13 per cent.

Median annual earnings in the six main scientific and technical fields in 1962 were: architecture, $9,900; engineering, $9,200; natural science, $8,800; veterinary medicine, $8,500; forestry, $7,900; and agriculture, $7,400.

By subdivisions of these fields, graduates in mining engineering, and mathematics and physics, at $10,100, had the highest median earnings; followed by metallurgical engineering, $10,000; and geology, $9,900.

Earnings in engineering and science in 1962 varied from $5,000 for new graduates to $10,000-$12,000 for those with 20 or more years of experience.

E. Gordon Blackadar, at one time Director of the Annuities Branch of the Department of Labour, died last month at the age of 80 years. Mr. Blackadar joined the staff of the Canada Life Assurance Co. in Toronto as an actuary in 1904, and in 1909 he came to the Annuities Branch in the same capacity. In 1927 he was appointed Superintendent of the Branch, a title that was later changed to that of Director. He retired in 1946.

Steelworkers Reject Resolution Calling for End to Raiding

The long fight by the United Steelworkers to supplant the International Union of Mine, Mill and Smelter Workers was given approval at the Steelworkers' 1963 national policy conference, held in Sault Ste. Marie on June 13-15.

The question came before the conference as a result of a resolution calling for a ban on inter-union raiding. Proposed by locals in Sydney, N.S., the resolution was defeated, and instead a motion was passed welcoming workers who were "unorganized or held captive in reactionary, ineffectual unions."

Union bargaining objectives set by the conference included: a six-hour day to make up for jobs lost through automation, two weeks vacation after one year's service, three weeks after 10 years, and four weeks after 17 years.

The delegates also urged the establishment of a comprehensive public health plan, covering preventive medicine, diagnosis, treatment, drugs, appliances and rehabilitation, and available to all without a means test. They further decided that the federal Government should be asked to set up machinery for the operation of an adequate portable pension fund.

In another resolution, the conference decided that the union should press for the speedy taking over of the Industrial Accident Prevention Associations of Ontario by the Ontario Workmen's Compensation Board, with a view to the setting up of an organization similar to that of the British Columbia Workmen's Compensation Board.

One of the conference's proposals was for legislation that would require employers to give layoff notices ranging from one week to three weeks, depending on the industry.

Larry Sefton, Director of the union's District 6, also proposed legislation that would establish an automation impact fund to which employers and government would contribute. The money would be used to soften the effect of automation on displaced employees.

He also urged the loosening of immigration restrictions, and told the delegates that the "maple leaf curtain should be lifted to permit thousands of new immigrants to enter Canada." This, however, was coupled with demands for policies that would produce full employment.

The conference was told that two serious weaknesses in the union's collective bargaining achievements were a lack of supplementary unemployment benefit plans and a lag in union-negotiated pension plans.

Steelworkers Gain "Sabbaticals" But Forgo Wage Increase

The United Steelworkers and 11 leading steel companies in the United States last month signed new labour contracts that included an extended vacation plan but no wage increase. The agreement was reached without formal bargaining.

The effect of the plan will be that, during the next five years, about 243,500 senior employees of the companies—50 per cent of their total work force—will receive a continuous three-month paid vacation, and will be credited with an additional week of vacation payable on retirement. Those who retire before qualifying for the extended vacation will be given an equivalent.

The remaining junior group of steel workers in the industry may receive as much as three extra weeks of paid vacation during the next five years; and, if funds permit, even more employees will receive the three-month extended vacation.

In what was claimed to be a historic departure in collective bargaining, the union and the industry negotiated the contract without re-opening their agreements, although both sides had been free to do so since May 1. It was the first time for 25 years that a settlement was reached without carrying bargaining to the point of a crisis, and without the pressure of a contract expiration deadline.

This result is attributed mainly to the steel industry's Human Relations Committee, a group composed of union officials and the companies, which has carried on informal talks during recent months outside the provision for formal negotiations, and whose recommendations were followed in the contract.

The agreement will run from August 1, 1963 to December 1964, with a 120-day re-opening provision. Besides the extended vacation plan, it provides improvements to the non-contributory insurance program. These improvements extend hospitalization from 120 days to 365 days, increase the life insurance benefit by $500 to a maximum of $7,000, and increase sickness and accident benefits by $10 a week, to a maximum of $78 a week.

Through an "experimental" agreement to run from August 1, 1963 to December 31, 1964, the parties also agreed on new rules to govern contracting-out of work, the scope of the bargaining agreement where jobs are combined, use of supervisors to do production work, and arrangement of overtime when some qualified employees are laid off.

British Incomes Commission Condemns Reduction in Hours

Two agreements affecting the construction industry in Scotland that provide for the introduction of a 40-hour work week are examined in the recently published first report of the National Incomes Commission in Great Britain.

The agreements were referred to the Commission by the Chancellor of the Exchequer in the public interest, because of their effects on the remuneration of the workers concerned and on costs in the industry.

One of the agreements, known as the Scottish builders' agreement, provides for the reduction of the normal working week from 42 hours to 40 hours, without loss of pay, from November 4, 1963. This followed a similar agreement, known as the Scottish plumbers' agreement, which took effect from October 1, 1962.

The decision to refer these agreements to the NIC for examination was taken because the actual number of weekly hours in the construction industry in Scotland is, on the average, substantially greater than 42 (since October 1, 1962, the standard working week in the building industry in Scotland has been reduced from 44 to 42, and the hourly rates of pay have been increased by about 15 per cent). Moreover, the building industry is largely protected from foreign competition; labour costs account for a large proportion of total costs; and there was a possibility that the agreements might have repercussions in other employments.

The NIC accepts as a fundamental principle of an incomes policy the need "to keep the rate of increase in money incomes within the long-term rate of increase of national production" and holds that, in collective bargaining, "there is a third party, not present at the negotiating table, whose interest includes that of the two negotiating parties, but also takes in the interests of all other sections of the community. This is referred to as the national interest . . .

"We are well aware that there is, in all this, a hard lesson to be learned . . ." the Commission goes on to say, "It requires on the part of the unions a lesser degree of readiness in times of full employment to exploit their dominant bargaining power, and on the part of the employers a greater reluctance in times of high consumer demand to buy industrial peace and its continued profits at the price of passing on the increase in costs to the consuming public."

The Commission emphasizes the point that an incomes policy of this kind is not designed to keep wages and salaries down, but rather to help to make possible a faster and more continuous rate of growth of output, and so produce the very conditions in which incomes may properly rise.

Contrary to the National Interest

The NIC condemned as contrary to the national interest the Scottish builders' agreement. The actual hours worked in the Scottish building industry, it said, were well above 40, and likely to remain so. No greater output per man-hour was to be expected as a result of the agreement, and its sole effect would be an increase in wages, which would be reflected in higher prices. Hourly rates of pay in the industry had not lagged behind hourly rates in industry generally.

The implementation of the agreement in November 1963 would result in a wage increase of 7.1 per cent for craftsmen, and 7.7 per cent for labourers. Added to an increase already obtained in February 1963, this increase would result in a total increase for the year 1963 of 8.6 per cent for craftsmen and 9.2 per cent for labourers. The Commission concluded that this agreement could result only in an increase in wages, the extent of which was excessive and inflationary.

With respect to the plumbers' agreement, the Commission found that since the plumbers, most of whom were engaged on jobbing work, had in fact been working only 40 hours a week before the agreement was made, there would not be any material loss of output or increase in labour costs by reason of the reduction in hours.

Nevertheless, the NIC said, the plumbing trade in Scotland was an integral part of the construction industry, and the agreement was bound to have general, and did in fact have particular, repercussive effects in other employments. The Scottish plumbing employers were criticized for deliberately making the agreement without any prior consultation with any other employers' organizations.

The Commission also said that there was evidence that the Scottish builders' agreement had had repercussions on negotiations on wages and working conditions in the building industry in England and Wales. It was also having effects in civil engineering.

But if an incomes policy was to be successful, the report said, pressure stemming from excessive wage increases must be withstood, and the "wage-wage"' spiral must be broken.

The Commission found no evidence that the general level of profits and dividends in the construction industry at the present time was excessive or unreasonable.

Principal Recommendations

The Commission's principal recommendations were:

—Immediate steps should be taken on the employers' side of the construction industry to ensure that one organization would not take any action that might affect other sections of the industry without fully consulting all the other organizations whose interests might be concerned.

—The question of extensive overtime working, and the possibility of abuses in the system of payment by results, should be tackled by both sides of the industry in a greater spirit of co-operation.

—If the Scottish builders' agreement comes into operation as provided, about two thirds of the total increase in wages in 1963 should be regarded as payment in advance, and the whole increase should be accepted as covering a period of about three years.

—The parties to outstanding negotiations in the building industry in England and Wales, and in the civil engineering industry, should consider, either: (a) agreeing to wage increases that do not exceed the long-term rate of increase in national production, or: (b) forgoing annual increases in wages until an amount has been accumulated, calculated with reference to the long-term rate of increase in national production, that equals the increase in wages involved in reducing the normal work week by two hours without loss of total pay.

The Commission preferred the first of these alternatives as the more sensible and desirable.

After Legal Ruling, OLRB Certifies Christian Labour Association Local

The Trenton Construction Workers Association, Local 52, affiliated with the Christian Labour Association of Canada, was certified last month by the Ontario Labour Relations Board, after nine years of negotiation and a ruling by the Ontario Supreme Court.

The Local's application had been rejected three times because the Board believed that the Association discriminated on religious grounds.

Chief Justice James C. McRuer of the Ontario Supreme Court quashed a November 1961 Board ruling that had refused certification. He said the Board had erred in concluding that a pledge for membership in the Local called for prospective members to accept Christian doctrine.

Adherents to any creed may reportedly join the union, provided they conform with the union's constitution, committed to Christian social principles as set forth in the Bible.

Rail Clerks' Frank Hall Elected Assistant to Union's Chief

Frank H. Hall, Vice Grand President in Canada of the Brotherhood of Railway and Steamship Clerks since 1925, has been succeeded in that office by Edward E. Downard of Calgary. Mr. Hall is now taking up the newly created post of Canadian Executive Assistant to the Grand President, to which he was elected at the most recent convention of the Brotherhood.

Mr. Hall is also Chairman of the non-operating railway unions' joint negotiating committee.

At the time of his recent election as Frank Hall's successor, Mr. Downard had been General Chairman of the union since 1958, and a member of the Brotherhood since 1928.

U.S. Equal Pay Bill Becomes Law

A bill requiring United States employers to pay women the same wages as men when they are doing the same work as men, covering about 27,500,000 employees in interstate commerce, became law last month when it was signed by President Kennedy after passing both the House of Representatives and the Senate in less than a week. Statistics as to the number of women affected are not available.

The legislation, which does not take effect until one year after enactment, prohibits wage discrimination by employers covered by the Fair Labor Standards Act but does not apply to firms not under that law. The new law prohibits employers from "equalizing" wages by lowering higher rates for men instead of raising lower wages paid to women.

The Act requires equal pay for work "on jobs the performance of which requires equal skill, effort and responsibility, and which are performed under similar working conditions." The law specifies that factors other than sex may warrant differences in pay.

Unions are forbidden to urge employers to discriminate on account of sex in the payment of wages.

In Parliament Last Month

(page numbers refer to Hansard)

The Government's employment and manpower development program was announced on June 10 in the House of Commons by the Minister of Labour (p. 821). He said that:

—The federal Government's contribution toward the cost of provincial training allowances to unemployed persons was to be increased to 90 per cent from 75 per cent.

—The federal contribution toward the provincial costs of training in industry was to be increased to 75 per cent from 50 per cent.

—Steps would be taken to encourage the re-employment of older persons who have been unemployed for a long time, together with the provision of appropriate training or other programs (see "Budget," below).

—Contribution under the Technical and Vocational Training Assistance Act of 75 per cent of the capital expenditures incurred by the provinces on training facilities would be continued beyond March 31, 1963 up to a specified total for each province.

—A manpower consultative or development service would be set up in the Department of Labour to assist labour and management to meet the employment problems caused by technological and other industrial changes.

—A direct payment of $500 would be made to the first purchaser or owner of a house substantially built during the four winter months, December to March inclusive, in order to stimulate employment during the wintertime.

—Certain federal government construction projects for which funds are not now provided in the estimates would be brought forward for construction during the coming winter in designated areas.

—Changes would be made in the Municipal Winter Works Incentive Program including: increase in the ceiling on federal incentive payments for buildings and major renovations from $50,000 to $100,000; increase in incentive payment from 50 per cent to 60 per cent of payroll costs for municipalities in designated areas; restriction of the operation of the program to the period November 1 to April 30 inclusive.

—The staffs of the agencies responsible for the administration of these manpower programs, including the Department of Labour and the National Employment Service, would be increased.

Among the bills introduced and read the first time were: Bill C-72 to establish an Economic Council of Canada (p. 801), Bill C-74 to establish a Department of Industry (p. 1180), Bill C-76 to promote increased employment in Canada by giving financial assistance by way of loans to municipalities to enable them to augment or accelerate municipal capital works programs (p. 1266-67).

Budget

The Budget brought before the House by the Minister of Finance on June 13 proposed a plan to encourage the employment and training of unemployed older workers, and changes in the National Housing Act and in the federal sales tax. A deficit for the 1963-64 fiscal year of $565,000,000 was forecast.

The plan to encourage the employment of older workers takes the form of an allowance to be paid to employers, other than governments or municipalities, "who increase the number of their employees this winter in a specified manner over a base level." The allowance is to be paid to employers who give employment to workers aged 45 years or older who have been out of work for six of the previous nine months, and who are not receiving unemployment insurance benefit or pensions.

The allowance, which is conditional upon the employer's providing the worker with a "significant amount of approved training," is to be paid at the rate of 50 per cent of the worker's wages, or $75 a month, whichever is less, for each month of employment; and is to continue for up to 12 months. The program is to apply to workers hired between November 1 this year and January 31 next year.

The Minister announced the withdrawal, effective immediately, of the exemption from the 11-per-cent federal sales tax hitherto allowed on building materials and production machinery and equipment other than that employed in fishing and agriculture. He estimated that this measure would produce increased revenues of some $170,000,000 in this fiscal year and some $360,000,000 in 1964-65.

In order to prevent the withdrawal of the sales tax exemption on building materials from working hardship on those who purchase dwellings under the National Housing Act, the Minister said that the Minister of National Revenue would propose amendments to the National Housing Act to reduce the down payment required in connection with mortgage loans made under it. NHA loans, he said, would also be extended to cover 95 per cent of the first $13,000 instead of the first $12,000 of the value of a house, and the maximum amount of a loan would be raised from $14,900 to $15,600. The NHA lending rate would also be reduced immediately from 6¼ per cent to 6¼ per cent.

Paid Vacations in Canadian Industry

Virtually all jobholders in Canadian industry have been entitled to two-week vacation since beginning of the 1960's, and paid vacations of three or four weeks after extended service now becoming general practice, new booklet states

An annual one-week vacation with pay had become almost universal in Canadian industry by the early 1950's. By the beginning of the 1960's, virtually all jobholders were entitled to a two-week paid vacation each year. Now, paid vacations of three or four weeks, after extended service, are rapidly becoming a general practice for large segments of the employed labour force. Paid vacations now play an important part in the labour market as far as job placement and job choice are concerned.

The Department of Labour has just published the results of an examination of paid vacation practices in Canadian industry. Prepared by the Department's Economics and Research Branch, the publication, *Vacations with Pay, 1951-61: An Examination of Vacation Practices in Canadian Industries,* is Report No. 4 in the Labour Management Research Series.

In their introduction to the report, the authors, F. J. McKendy and Ted Buyniak, point out that present vacation practices contrast sharply with the situation before the Second World War. Before the war, paid vacations were generally granted only to executive and managerial personnel, and, to a lesser extent, to office employees. "For the average worker, however, taking a vacation meant a temporary suspension of his income, a luxury he could ill afford."

The report underlines the general trend toward the granting of longer paid vacations after shorter periods of service than previously required. The report suggests the following as some of the reasons for this general trend:

—The "freeze" on wages during the war encouraged employers to give paid vacations in place of wage increases.

—A relative scarcity of labour in the postwar expansionary period, together with gains in productivity, created more flexibility in labour-management relations, and demands for more liberal paid vacations were frequent in negotiations.

—Broad social changes such as the following have changed the pattern of living and the vacation practices in industry: increased ownership of homes and automobiles, improved and extended highway systems, the trend of the population to move to urban centres, more outdoor recreational pursuits, and ownership of summer cottages by urban residents.

—The leave provisions of the wartime armed forces accustomed people to having time off with pay.

The report analyses the results of the annual Survey of Working Conditions conducted by the Branch from 1951 to 1961, excluding 1952, and concerns itself with the length of vacations granted and the length of service required to qualify for specific paid vacations. In the 20 tables accompanying the report, and in additional graphs, the numbers of employees referred to are not necessarily those actually covered by the vacation practices described, but the numbers employed in manufacturing establishments where the practice applies to the majority of workers.

The first part of the report reviews vacation-with-pay practices and traces the general trends in manufacturing for the period 1951-61. The second part analyses vacation practices in both manufacturing and non-manufacturing industries. The third part contains an analysis of legislation that governs vacations with pay in the various jurisdictions, together with an outline of the administrative procedures relating to the application of this legislation.

The report omits statistics for one-week vacations, as the latter now are universal.

Statistics in the report were compiled from data obtained from employers in the annual Survey of Working Conditions from 1951 to 1961. The survey covers nearly 20,000 establishments having 15 or more employees, in most major segments of Canadian industry; prior to 1959, the survey covered about 14,000 establishments.

An article summarizing the findings of the 1962 survey regarding selected working conditions, including paid vacations, appeared in the March LABOUR GAZETTE, page 197. This information was not available in time for inclusion in Report No. 4.

The Labour Management Research Series is prepared under the direction of Dr. R. M. Adams, Chief of the Labour Management Division, Economics and Research Branch.

Report No. 4 in the Series (Catalogue No. L2-22/4) is available from the Superintendent of Government Publications, Queen's Printer, Ottawa, at 35 cents a copy.

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Opening of Labour College of Canada

Ceremonies attended by more than 200 labour, business, government and education leaders. College, first of kind in North America and first bilingual one in world, opens with 87 students, almost double the number originally planned for

A new page was added to the history of the Canadian labour movement on June 3 when the Labour College of Canada opened its doors in Montreal. Eighty-seven trade unionists were enrolled for the first course.

The College, the first of its kind in North America and the first bilingual one in the world, is a joint undertaking of the Canadian Labour Congress, the Confederation of National Trade Unions, the University of Montreal and McGill University (L.G., March 1962, p. 320).

The opening, at the Social Centre, University of Montreal, was attended by more than 200 labour, business, government and education leaders.

Original plans called for classes of 30 English-speaking and 15 French-speaking students in each seven-week course. Interest in the first course was such that enrolment was doubled. The first course is attended by 53 English-speaking students, all but one sponsored by the CLC, and 33 French-speaking students, of whom 21 are members of the CLC. The course is also attended by one Malayan student attending under the Colombo Plan. One of the French-speaking students sponsored by the CNTU is a girl.

Candidates range from 22 to 61 years of age, from bachelors to a married man with seven children, and their homes are spread from New Brunswick to British Columbia. Most of the male students are married; the one woman on the course is single.

Already, the hope has been raised that Canada's trade unionists will work for the establishment of a "brick and mortar" permanent national labour college, with its own full-time staff. CLC Education Director Max Swerdlow, who is the college's registrar and the moving spirit behind this project, expressed this possibility at the official opening.

Mr. Swerdlow said that the Labour College was now "reasonably assured of financial support and students for the next three years." Financing of the college for its first three years is expected to require about $240,000. Some 300 local unions have already made contributions ranging from $10 to $1,000 and, as the College opened, about half the estimated total cost had been received in cash or pledges.

The federal Government has allocated $5,000 annually for the next three years to the College, Gordon Cushing, Assistant Deputy Minister of Labour, announced at the opening ceremonies.

"Without broad programs of education," said Mr. Cushing, "unions, as the organization of workers, cannot hope to discharge adequately the many tasks and responsibilities which follow from their present strength in numbers and their position in society. The public, on the other hand, has just as much of a stake in having trained union officers as it has in having trained businessmen, doctors, lawyers or bankers."

A number of provincial governments have also pledged financial support.

Mr. Justice André Montpetit, co-chairman of the College's board of governors, presided at the opening ceremonies. His co-chairman, R. E. Powell, Chancellor of McGill University, expressed the wish that the College would eventually admit management as well as unionists because "men and women with open minds and the same educational opportunities are bound to arrive at the same conclusions."

CLC President Claude Jodoin saw in the College "an answer to the growing need created by the expanded responsibilities of the labour movement."

Prof. H. D. Woods of McGill University, who along with Prof. Gilles Beausoleil of the University of Montreal will be co-

Student Profile

The average student attending the first course at the Labour College of Canada is likely to be a married man, in his early thirties, with three children. He has probably been a member of his trade union for a number of years and is, at present, a local union officer or business agent. He is attending the College because he wishes to improve his leadership qualities, thinks that with more formal educational training he will be able to do a better job of representing his fellow workers, and seeks to improve his own knowledge and experience.

principal of the Labour College, saw in this endeavour a bridge between the two central labour bodies, between labour and the universities, between labour and management, and between French and English.

Others who spoke at the opening ceremonies were: Jean Marchand, President of the CNTU; J. L. Staunton, representing the mayor of Montreal; Kurt Swinton, President of Encyclopedia Britannica, representing the College patrons; Lucien Piché, Vice-rector of the University of Montreal; and Prof. J. E. Graham of McMaster University, representing the university personnel across Canada who interviewed prospective students.

Purpose of the College has been outlined by the Board of Governors as follows:

> The need for a Labour College arises out of the expanded role and responsibilities of trade unions in Canada. Leaders who are deeply aware of the problems and opportunities of the trade union movement are a continuing requirement, and the training which will ensure such leadership must go beyond acquiring particular skills in negotiation and organization.
>
> A Labour College, providing basic studies in the humanities and the social sciences as well as specialized instruction in the theory and practice of trade unionism, would do much to meet this need, especially if it were founded and operated with the full co-operation of the universities. It would open the way to higher studies for men and women who, although intellectually competent, may not meet formal university entrance standards.
>
> Location of the College in Montreal, and the collaboration of both a French-speaking and an English-speaking university, would make possible a completely bilingual, bicultural institution. This aspect of the College in itself would serve an important purpose in Canadian society.

The program of the first seven-week course consists of five major fields of study: economics, history, sociology, political science and trade unionism.

Present plans are to hold two seven-week courses in 1964 and two more in 1965. Thereafter, it is hoped to expand the program and, eventually, to reach a regular seven-month academic course.

Labour education, of course, is as old as the labour movement itself. As far back as 1886, a motion was made by Mr. B. Lynch, Knights of Labour Assembly in Toronto, to institute a labour education program in the labour movement. In 1911, at the convention of the Trades and Labour Congress of Canada, a motion was adopted to inaugurate a labour college.

In 1958, at the convention of the CLC, a motion was unanimously adopted instructing the officers to explore the possibilities of establishing a labour college in co-operation with a university. At the 1960 convention, a resolution was adopted expressing regret that it had not yet been possible to establish such a college.

The CNTU also has been keenly aware of the need for such a college. As early as 1952 the then Canadian and Catholic Confederation of Labour had been holding month-long study sessions. This venture was initiated by Fernand Jolicoeur, Director of Education of the CNTU, who is Recording Secretary for the Administrative Committee of the College.

A six-week travel scholarship to England and France, covering all expenses and lost time, will be given to the best student. This scholarship is being financed jointly by the British Council and the Encyclopedia Britannica.

Transition from Mechanization to Automation

Basic solution to problem of transition from mechanized to automated society is education and training, says the President of Honeywell Controls Limited

The basic solution to the problem of transition from the mechanized society to the automated society toward which we are moving rests with education and training at the primary, secondary and university levels. It is essential the youth of our nation be provided with an early grasp of this new technology.

"And there must be, of course, an expanded program of on-the-job training and retraining, night school courses and adult education programs. The job of education cannot be limited to the preparation of the new entrant into the labour force."

These were some of the statements made by W. H. Evans, President, Honeywell Controls Limited, Toronto, speaking on "Management and Machines" at the 7th Annual Business Conference at the University of Western Ontario.

Mr. Evans referred to the experimental educational project in which his company was participating in co-operation with two others and with the Ontario Department of Education and the federal Department of Labour (L.G., Feb., p. 108). "This is the sort of thing, I believe, that will increasingly become necessary."

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He asserted that Canada had missed an opportunity "to break into world markets" after the second World War, after her impressive industrial achievement during the war. "Automation, I firmly believe, is going to provide us with still another opportunity," he declared.

Canada was in an excellent position to benefit from automation, Mr. Evans said, because:

—Canadian business has the advantage of being young in an age when the existing order is undergoing a rapid period of transition from mechanical to automated production techniques. We have at our disposal the time-consuming and costly experience of others to guide us.

—Our country is endowed more fully with the natural resources needed in industrial production than most competing nations . . .

—The nation as a whole has recently undertaken bold action whereby for the first time it has stared hard facts straight in the eye and instead of berating fate has taken steps to meet the situation.

"I cannot escape the conclusion that automation must rapidly advance in Canada. In an increasingly competitive world, we cannot afford to be without it," he said.

Increased automation brings economic growth, but it will also have marked effects on the social order. Working conditions, the structure of employment, and the types of jobs available are affected by automation, he said.

"Wage scales are altered, new methods requiring new management and employee levels are introduced, changes occur in information flow and in the relationships between labour and management."

Machines are not natural enemies of the working man, Mr. Evans continued. As a result of office automation in the U.S., for example, where about 9,000 computer systems are in use in business offices—most of them for clerical tasks once done by clerical workers—"white-collar" employment has increased in many areas, instead of dropping. "Blue-collar" employment dropped in the 1950-60 period but there was no reduction in the number of skilled blue-collar workers.

But, when we talk of automation as causing unemployment, he said, what we are really talking about is job displacement—automation destroys some jobs but creates others, jobs requiring greater skill. And it makes possible a degree of productivity not possible with manual labour, thus contributing to economic growth.

The problem of displacement . . . cannot be glibly passed over by statements that "in the long run everything will be fine" or by suggestions that whole populations be moved from one area to another, although greater mobility of labour can be an important factor in blunting the effect of automation.

Displacement can lead to unemployment. And whether this unemployment is regional in nature, is applicable only to certain types of jobs, or is perhaps only temporary in nature is really immaterial. It is something with which we must cope . . .

And at all costs, we of the business community must never lose our concern for the individual and his place in the emerging society.

Mr. Evans said he was greatly encouraged by the steps that have already been taken to increase the skills of unskilled workers, and those whose skills have become obsolete, so that they can fill the job requirements of the new opportunities that are being created.

But the transition from a mechanized to an automated society can not be made by the employee alone. "It must be accomplished in great measure by industry and governments, working co-operatively," he said.

"I believe that an employer can do much to make the transition far easier than it sometimes has been in the past, by an appreciation of the socio-economic conditions related to automation, and by taking positive action with respect to them.

"It has become clear that the basic solution rests with education and training," he asserted.

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J. D. Love, an employee of the Department of Labour from 1949 until 1958, during which time he worked for a short period on the staff of the *Labour Gazette,* has been granted one of the first Nuffield Foundation Travelling Fellowships for Public Officials. Mr. Love is now Special Assistant to the Chairman of the Civil Service Commission.

The Nuffield program for Canadian Public Officials, inaugurated this year and administered by the Canadian Universities Foundation, provides for three awards annually: one to an official in the service of the federal Government, one to a provincial government official, and one to a municipal government official. The successful candidates will, under the terms of the award, spend five to six months in the United Kingdom in study, observation or inquiry, with the object of improving their usefulness in the field of public administration. Mr. Love will examine the system of personnel administration in the Civil Service of the United Kingdom.

Fifth Meeting, National Technical and Vocational Training Advisory Council

Council observes 20th anniversary by holding meeting in home province of its Chairman, Dr. G. Fred McNally, former Chancellor of University of Alberta Minister of Labour opens Edmonton's Northern Alberta Institute of Technology

The National Technical and Vocational Training Advisory Council observed its 20th anniversary by meeting in the home province of its Chairman, Dr. G. Fred McNally, former Chancellor of the University of Alberta. It was the fifth meeting of the Council, whose predecessor, the Vocational Training Advisory Council, held its first meeting in February 1943.

The business sessions of the meeting, held on May 29 and 30, took place at the new Northern Alberta Institute of Technology in Edmonton, and formed part of a week-long schedule of meetings and public events in both Edmonton and Calgary. It was the first time since its formation that the Council had met outside Ottawa.

Special events included the unveiling of a plaque dedicating the G. Fred McNally Library at the new Institute in Edmonton, at which Dr. George T. Haythorne, federal Deputy Minister of Labour, officiated; the official opening of the new Institute itself by Hon. Allan J. MacEachen, federal Minister of Labour; and the graduation of the first class of vocational education teachers from the University of Alberta. At this convocation, the University awarded an honorary Doctor of Laws degree to C. R. (Ross) Ford, Director, Technical and Vocational Training Branch, federal Department of Labour.

On May 27, the Council met with the Alberta Technical and Vocational Training Advisory Board in the new Northern Alberta Institute of Technology in Edmonton, under the joint chairmanship of Dr. McNally and Dr. W. H. Swift, Alberta Deputy Minister of Education.

On the same day, the Institute was officially opened by the Minister of Labour, Mr. MacEachen, and the event was attended by Hon. E. C. Manning, Premier of Alberta; Hon. A. O. Aalborg, Alberta Minister of Education; and Dr. Haythorne. The Institute contains about 15 acres of floor area essentially under one roof, and it is expected that by 1965, it will be training up to 10,000 students in day or night courses.

On May 27 also, the dedication of the G. Fred McNally Library at the Institute took place.

On May 28, Council members travelled to Calgary to meet at the Southern Alberta Institute of Technology with staff of the Institute and representatives of various provincial high school projects. They also attended the official opening of the Ernest C. Manning High School in Calgary.

On May 29 and 30, Council members were back in Edmonton to conduct their business sessions at the new Institute. On May 30, they also attended the official opening of the Education Building, University of Alberta, Edmonton.

On the morning of the next day, May 31, federal and provincial training officials met at the Institute, and in the afternoon, Council members attended convocation ceremonies of the University of Alberta, at which Mr. Ford received his honorary LL.D. and the first graduating class of vocational teachers received their degrees.

Minister of Labour

"This is one of my first public functions as Minister of Labour and I am delighted that it is associated with one of our oldest federal-provincial programs and one which has steadily grown in importance," said Hon. Allan J. MacEachen, Minister of Labour, at the official opening of the Northern Alberta Institute of Technology.

The need for the expansion of technical and vocational education had been widely recognized, he stated, and this had been "amply proved by the way in which provincial governments and municipalities have moved ahead rapidly with their school building programs under the new Technical and Vocational Training Agreements signed two years ago."

Although much had been accomplished, it seemed that we were barely keeping up with expanding needs. "In fact, the farther we advance in technical education, the more the horizons widen out in front of us," the Minister said.

Quoting statistics of increased student accommodation in institutes of technology, technical and vocational high schools, and trade and adult vocational schools, he estimated that by 1967, most of this accommodation would have to be doubled.

One by-product of the increasing concern with technical and vocational education has been an up-grading of the status of the skilled tradesman and technician.

This is something that has long been overdue. For too long many people have thought of vocational and technical education as an inferior type of education. The notion that it is suitable only for those who cannot make the grade in an academic course is both wrong and harmful.

Most people today know how vital men and women with technical skills are to our prosperity. I think, too, that more people are realizing how complex the jobs are that many of our skilled people are called upon to perform.

In addition to providing education for the young people of the nation, Canada must provide more years of education, for a larger proportion of the population, and in a variety of courses "undreamed of a few decades ago."

Many adults needed retraining because "their jobs are changing around them even while they work."

Report of Training Branch

From April 1, 1961 to March 31, 1963, about $508,000,000 had been spent across Canada for new school facilities, additions, alterations and equipment, the Technical and Vocational Training Branch reported. Of this amount, the federal Government had contributed about $324,000,000 under the Technical and Vocational Training Assistance Act of 1960. The expenditures covered a total of 513 projects, providing about 138,000 new student places.

The Branch reported that, as a result of extensions under the Technical and Vocational Training Agreement, both building and equipment projects continued after March 31. During its November 1962 meeting, the Council had recommended extension of the original March 31, 1963 deadline by which the construction of training facilities had to be completed in order to qualify for the 75-per-cent federal contribution (L.G., Jan., p. 9). After March 31, the federal contribution was to have been reduced to 50 per cent.

Since the November meeting of the Council, two extensions of the deadline for the federal contribution of 75 per cent had been made, one dealing with equipment, the other with buildings. Equipment that was approved and ordered before April 1, 1963 and put in place before October 1, 1963 would qualify for the 75-per-cent contribution. Building projects that were approved before April 1, 1963 and had contracts let and goods and materials in place before that date, and are completed before October 1, 1963 would likewise qualify for the larger federal share.

Doubling the capacity of the schools had greatly increased administrative work, the report pointed out, and although sufficient instructors would be available when classes start in the fall, there was a shortage of principals, shop directors, and other supervisory personnel.

Outlining the various actions taken on the resolutions of the fourth meeting of the Council in November 1962 (L.G., Jan., p. 9), the report stated the Branch had recommended that the proposed national conference on vocational and technical training be preceded by provincial conferences or others dealing with specific topics or phases of the training program. Among other action:

—The Working Committee on Manpower Training Research was considering projects to contribute knowledge for the vocational guidance and counselling program as a whole, and for the development of improved programs.

—The recommendation that the Government consider paying 50 per cent of the operational and maintenance costs of the technical and vocational high school program was under consideration, but as yet no change had been made in the amount of money available for such purpose.

Reporting on the progress of training programs, the Branch said Vocational High School Training (Program 1 under the Technical and Vocational Training Agreement) absorbed about 66 per cent of all capital expenditures, the expenditures being for technical and commercial training facilities in secondary schools.

Technician Training (Program 2) at the close of 1962 had a full-time enrolment across Canada of about 9,600 students, compared with about 2,400 in 1952 and 700 in 1942. The requirements to comply with this program were secondary school completion or the equivalent plus 2,400 hours under instruction.

Trade and Occupational Training (Program 3) involving full- or part-time courses for improving occupational competence, but not training for unemployed or for apprentices, had 149 provincial institutes and trade schools giving training, with at least 20 more trade schools and combined trade schools and institutes of technology expected to open this year.

Training in Co-operation with Industry (Program 4) was currently a small program, the federal share for 1962-63 being only $56,000, but this scheme was "earmarked for immediate attention," as in-plant and co-operative training were becoming increasingly important because of technological and economic changes. In the

period ended March 31, a total of 2,192 supervisors had received training. The new program planned for the coming year would include in-plant training and small-business management training.

Training for the Unemployed (Program 5) had an enrolment of about 27,650 persons in the fiscal year 1962-63, or almost triple the number enrolled in 1960-61. In all, 35,490 unemployed persons were enrolled for courses; they included persons referred for training by the National Employment Service separately from Program 5. Courses were conducted in some 90 occupations in nearly 300 centres across Canada.

About 9,911 persons had enrolled in the "basic training for skill development" courses during the year, which were designed to remedy a lack of basic education. This lack was a barrier to steady employment, to vocational training and upgrading.

Training for the Disabled (Program 6) had an enrolment of 2,757 handicapped persons, a few less than during the previous fiscal year. Training-on-the-Job involved 339 contracts.

Training for Federal Departments and Agencies (Program 8) was practically all in marine occupations, including engineering, navigation and other training for deck officers. There was also some training for seamen. Because the majority of the marine personnel trained were not government employees, the federal Government's contribution to this program was 75 per cent, rather than the 100 per cent applicable to courses operated solely for government employees.

Apprenticeship Program, Curricula

The Apprenticeship Program had been operating under federal-provincial agreements for more than 18 years, and the number of apprentices in training had increased at the rate of about 10 per cent a year, said the report. At the end of the last fiscal year, 21,879 apprentices were registered in the nine provinces participating in the Apprenticeship Training Agreement. The current agreement is due to expire on March 31, 1964.

Apprentice training in Quebec was shared under Programs 3 and 5 of the Technical and Vocational Training Agreement.

As to curriculum development, the report pointed out that adequate continuing research into the requirements of industry, occupational needs, the preparation of new curricula, and the modification of old ones was essential if the total training program was to satisfy our future skilled manpower needs.

C. R. Ford, Director, Technical and Vocational Training Branch, Department of Labour, who was awarded an honorary Doctor of Laws degree by the University of Alberta.

Mr. Ford received the honour in recognition of his 15 years of service with the Branch and his achievements in advancing the cause of technical and vocational training in Canada.

Mr. Ford's experience before assuming duties in vocational education with the federal Government in 1948 embraced both industrial and teaching activities. After graduating from Teachers' College in Calgary, he served as school principal in Alberta for 14 years.

He received his Bachelor of Science degree from Bradley University in Peoria, Ill., and his Master of Science degree from the University of Minnesota, where he majored in vocational education. During part of his vocational education career, Mr. Ford was a machine shop instructor at the Edmonton Technical School and was superintendent of an Alberta school division for six years.

In 1948, he came to Ottawa as Supervisor of Technical Education for the Canadian Vocational Training Branch—now the Technical and Vocational Training Branch—of the Department of Labour. He later became Assistant Director and in May 1958 was appointed Director.

Five new trade analyses had been completed, three new analyses started, one analysis revision completed, and revisions of two analyses were to be undertaken shortly, said the report. Very satisfactory progress was being made on the preparation of 96 Plumbing Trade Technical Information Sheets.

Cost of Projects and Assistance

The capital expenditures for training projects were summarized for Council members by C. Ross Ford, Director of the

Branch. When the Council met in November 1961, the total cost of vocational school projects approved under the Technical and Vocational Training Agreement had been about $156,000,000, of which the federal share was $103,500,000. By November 1962, a total of 474 training-facility projects has been approved, at a total estimated cost of $442,300,000, with an estimated federal share of nearly $285,000,000. On March 31 this year, the total estimated cost of 513 approved projects was almost $508,000,000, with a federal share of about $324,000,000.

Of the $508,000,000 for new school facilities, additions, alterations and equipment, totalling 513 projects, more than $336,000,000, or more than 66 per cent, was allocated for secondary school facilities to accommodate technical or commercial programs under Program 1. These accounted for 346 of the 513 total of projects, and for 105,000 student places.

About $80,000,000, or 16 per cent, was allocated for Program 2, involving 33 projects providing 14,900 new student places.

About $91,400,000, or some 18 per cent, was allocated for adult vocational schools under Program 3, involving 134 projects and increasing student places by 17,770 or about 13 per cent of the total increase in places.

Citing the progress of capital projects, the report indicated that almost all projects would be completed during the 1963-64 fiscal year, and that about 95 per cent were already finished.

The report estimated that the total number of student places available in September 1963 would be 250,400. In 1960, prior to the enactment of the Technical and Vocational Training Assistance Act that year, the total was about 108,000. The report estimated that by 1967, when the Agreement ends, the number will have increased to about 491,000, representing an increase of 383,000, or more than 350 per cent, during the life of the Agreement.

Technological Education Report

The Council accepted the recommendations of the National Advisory Committee on Technological Education made at its second meeting (L.G., March, p. 208).

The Council urged that special support be given to this training program, and particularly recommended that the qualification of institute of technology graduates be identified by name.

Training for Unemployed

The Council's Special Committee on Training for the Unemployed, in its report on its latest meeting, recommended that more research on the labour market be undertaken to disclose employment opportunities for unemployed persons.

There was a great need for follow-up procedures in connection with graduates of Program 5—Training for the Unemployed—to obtain detailed information concerning placement. Research was also necessary on selection methods, guidance and counselling.

Increasing attention could well be paid to the training required in various established and new service trades, the Committee believed.

On a short-term basis, research should be able to determine the occupations in which there is a recurring demand, and on a long-term basis, the Committee pointed out, there was need for solid research to anticipate long-term trends and technological-change effects. Study of occupational trends would indicate the new occupational areas. It suggested that the provincial Governments engage in research work on a regional level, co-ordinating such efforts with national programs.

The Committee recognized that training in itself was not the whole answer to unemployment, but it was nevertheless necessary that manpower development be planned on a basis of sound research.

The Committee recommended that levels of attainment be recognized nationally, especially under the courses on "basic training for skill development." The Committee recommended the following levels of achievements for Program 5: Level 1, entrance to an institute of technology; Level 2, two years below Level 1, or approximately Grade 9 or 10 standing, Level 3, two years below Level 2. The Committee recommended that the provinces be urged to set up or adopt such standards.

Emphasis should gradually be shifted to "preventive" training, i.e., the type that would prevent persons from becoming unemployed. This training would include two types: basic training for skill development, and technical training or upgrading.

The Committee urged that the day-release system for training be the subject of continuous investigation and promotion. An experiment in such training, for example, was now being conducted in Leaside, where industry and government shared the costs (L.G., Feb., p. 108).

(Continued on page 603)

EMPLOYMENT REVIEW

Manpower Situation, Second Quarter, 1963

Most indicators of business activity advanced during the first half of 1963 and industrial production resumed an upward trend after being on a plateau for about six months. The gains were generally smaller than in the corresponding period last year, when, it will be remembered, there was a considerable amount of slack to be taken up after the 1960-61 recession.

During recent months, the performance of the Canadian economy has been considerably better than had been anticipated earlier in the year. Moreover, business prospects at mid-year were substantially better than they were six months before.

The seasonally adjusted index of industrial production increased by 2.5 per cent between January and April. Production increased in most non-durable goods industries and in mining. Output in the durable goods sector edged down in March, but rebounded again in April.

Data on new orders and unfilled orders indicate that the high level of activity in manufacturing will be sustained. At $2.3 billion, the seasonally adjusted April figure of new orders taken by manufacturing industries represents a gain of almost 16 per cent from the $1.97 billion in May 1961, at the beginning of the present expansion. It is $16 million above the best level of the last year.

An upward trend in consumer spending has been a major factor behind the resurgence of activity in manufacturing. It is still too early to get a clear picture of the expansionary force that has been generated by this year's investment program. There have been some indications, however, that outlays in the second half of the year will be somewhat larger than in the first half. Exports in the January-May period this year were 8.6 per cent higher than in the corresponding period in 1962.

Employment increased more than seasonally between the first and second quarter. Although the advance was more modest than in the previous quarter, there was still no evidence of developing weaknesses in the cyclically sensitive goods-producing industries.

The average length of the work week in manufacturing was 41 hours in April, up slightly from March and an increase of almost one half hour over April 1962.

Average hourly earnings, at $1.95 in April, rose by 2 cents an hour over the previous month and by 6 cents an hour over the previous year.

Unemployment declined seasonally between the first and second quarter. For the past year or more, the changes in unemployment have corresponded closely with seasonal patterns. During the same period, the labour force increased at an annual rate of about 1 per cent. Although employment had kept pace with the growth in the labour force, there have been no appreciable reductions in unemployment.

Employment

Employment in the second quarter of 1963 averaged 78,000 higher than in the corresponding period last year. Non-farm employment averaged 89,000 higher; farm employment, 11,000 lower. The main gains over a year ago were in manufacturing, construction and transportation.

The increase in employment between the first and second quarter of this year amounted to 358,000. This compares with an average increase of 302,000 during the corresponding period of the past ten years. The improvement was centred in the goods-producing industries. In the service industries, employment remained remarkably stable, discounting for seasonal factors.

Recent employment advances in the goods-producing industries follow a period of hesitancy during the latter part of last year. Most of these industries showed a resurgence during recent months, and the employment advance for this group has been quite impressive—about 2 per cent since the beginning of this year.

Activity in manufacturing has increased steadily since the beginning of the year, and most of the recent employment expansion in manufacturing was in non-durable goods industries. Gains have been fairly general throughout this sector; the improvement in textiles has been particularly noteworthy. Synthetic textiles and silk together

This review is prepared by the Employment and Labour Market Division of the Economics and Research Branch.

registered an employment gain of 4 per cent between January and April.

The most important factor in the improvement in the textile industry has been the 1962 devaluation of the Canadian dollar. Although it brought about an increase in imported raw material prices, it also helped cut down on imports. Canadian textile products are now competing against fewer and more expensive imports.

The clothing industry experienced a more moderate pickup in employment than that which took place in textiles. The improvement is of some significance, however, because it ends almost a year in which there was little or no growth. In April of this year, employment in the industry totalled just over 100,000, which represents an over-the-year advance of 2,000, or 2.7 per cent.

The food and beverage industry has contributed little so far this year toward the upward trend in business activity. Output has tended to rise but there has been little pickup in employment, apart from seasonal changes.

In paper products, chemicals, and products of petroleum and coal—industries that contributed little toward the expansion of employment in 1962—there has been increasing evidence of employment strengthening during the past few months.

The durable goods sector of manufacturing was not a major expansionary force during the second quarter of this year, but it exerted a strong sustaining influence. The pause in the past few months is the first noticeable break in the upward trend that began in the second quarter of 1961. In the two years since then, employment in the durable goods sector increased by about 11 per cent.

In the motor vehicle and motor vehicle parts industries, both production and employment have shown strong gains since the beginning of the year. But the aircraft, railway and rolling stock, and shipbuilding industries each registered employment declines during the second quarter.

Activity in the wood products industry appears to have eased up somewhat during the second quarter this year after a very strong first quarter.

The strength of the motor vehicle industry appears to have been a major factor in stimulating activity in a wide range of other industries. For example, the rubber products industry has been providing an increasing amount of employment as a result of stepped-up tire production associated with the upward trend in sales of new passenger cars and trucks. Similarly, the strong performance of the automotive industry has bolstered the demand for steel products, particularly sheet steel.

In almost all segments of the iron and steel and the electrical goods industries, employment remained firm. The only noticeable exception was heating and cooking appliances, which weakened in the second quarter after experiencing a strong first quarter. Fabricated and structural steel showed renewed signs of strengthening, and primary iron and steel continued to be one of the strongest components of this industrial division. For the iron and steel industry as a whole, employment in April was 6.4 per cent higher than a year ago.

Forestry has shown renewed strength since the turn of the year after operating at a reduced level during most of 1962. Mining employment has been fairly stable so far in 1963 despite the substantial increases that have been recorded in output in that industry.

The increase in construction employment between the first and second quarter of this year was somewhat below seasonal expectations. But, remember, in the early months of 1963 activity in this industry was at a record level.

Unemployment

Aside from seasonal factors, there has been little or no reduction so far this year in the number of unemployed. The seasonally adjusted unemployment rate was 5.7 per cent in May, compared with 5.8 per cent in January.

Between May and June, a large inflow of students into the labour market resulted in an increase in the seasonally adjusted unemployment rate. A similar development occurred last year at this time, but the return of students to school last fall brought the rate back down to the May level.

In June 1963, unemployment was estimated at 304,000, virtually the same as a year ago (see Table A-3, page 633). Unemployment in June represented 4.4 per cent of the labour force, compared with 4.5 per cent in June 1962 and 5.6 per cent in June 1961. Unemployment rates were slightly higher than last year in Quebec and the Prairies and somewhat lower in the Atlantic region.

The table, "Labour Market Conditions," appears this month on page 591.

Regional Manpower Situation

Atlantic

The increase in employment in the Atlantic region was less than seasonal between the first and second quarter of 1963; in seasonally adjusted terms it decreased, about 2.4 per cent. This follows an increase of 2.8 per cent during the previous quarter.

A late spring, which hampered fishing and forestry activities, together with some unfavourable developments in mining and construction, were mainly responsible for the smaller-than-seasonal increase in employment during the second quarter. Manufacturing employment continued to improve, and employment in the service-producing industries held firm. In the second quarter of 1963, employment averaged 533,000, about the same as the year before. In the year-to-year comparison, employment developments were mixed: manufacturing and mining were the only industries to register advances, employment in the service-producing industries was virtually unchanged, and forestry, agriculture and construction experienced declines.

Manufacturing employment continued to expand during the quarter. In the period of a little more than two years since the current business upturn got under way, employment in this industry has shown an increase of just under 10 per cent. This improvement stemmed in part from the special government measures that were introduced with respect to making Canadian producers more competitive in world markets. The outlook in manufacturing continues to be fairly bright as a number of new plants are presently either under construction or on the drawing boards.

The iron and steel industry, especially the primary sector, showed a considerable gain in both production and employment. In April the employment index (1949=100) for this industry group stood at 85.4, up 13 per cent from the same period last year. Employment in shipbuilding remained at the high plateau reached in the previous quarter. Lack of orders kept employment in the railway and rolling stock industry at a low level.

In the non-durable goods sector of manufacturing, the food and paper products industries showed a slightly greater than seasonal employment expansion during the second quarter. Both industries were operating at a somewhat higher level than last year. Employment in the wood products industry held firm during the quarter but remained moderately lower than the year before.

Employment in the construction industry expanded less than seasonally during the second quarter despite a substantial increase in building and industrial construction, and over-all construction employment was lower than last year. The institutional sector showed the largest decrease but there was also a decline in residential construction.

Employment in the service-producing industries showed little quarterly or annual change.

In mining, employment developments during the past year have been mixed. Coal production for the first five months of 1963 was 15 per cent higher than last year. The increase in employment during this period was not very large, but it was significant considering that the industry had experienced a steady employment decline prior to this year.

Employment in metal mining experienced a remarkable advance during the past year, especially in the Labrador mining area. At Bell Island, Nfld., however, the work force was reduced substantially in June as iron ore mining was sharply curtailed.

Employment in the three remaining industries—agriculture, forestry and fishing—was lower than last year. Poor operating conditions in the woods and a decrease in pulpwood consumption reduced the demand for labour in the logging industry. Agricultural employment increased seasonally during the second quarter.

Unemployment in the Atlantic region during the second quarter of this year averaged 61,000, or 10.3 per cent of the labour force. In the second quarter of last year, the average unemployment rate was 11.4 per cent and in 1961 it was 12.6 per cent.

In June, the classification of the 21 labour market areas in the region (last year's figures in brackets) was as follows: in substantial surplus, 1 (0); in moderate surplus, 14 (13); in balance, 6 (8).

Quebec

Employment in Quebec increased seasonally from the first to the second quarter. In all of the major industrial divisions except agriculture and forestry, the changes were about in line with seasonal patterns. Agriculture registered a larger than seasonal in-

crease and in forestry the gain was somewhat below average. Increased mechanization, together with heavy inventories of pulpwood, resulted in a smaller than seasonal increase in forestry employment.

Estimated employment in the second quarter of 1963 averaged 1,726,000, which represents a gain of 1.1 per cent over the second quarter of 1962. All of the advance was in non-farm industries. Farm employment was slightly lower than a year earlier.

One of the more outstanding developments of the Quebec labour market during the second quarter was the continuing strength in manufacturing, in durable and non-durable goods alike.

In the non-durable goods industries, improvements in textiles and colthing were particularly noteworthy. Devaluation of the Canadian dollar, plant modernization and rising domestic demand have enabled these industries to increase production substantially during the past two years and thus provide a considerable amount of new employment. The gains become especially significant when compared with the steady employment declines which these industries experienced during the twelve years preceding 1961. In April, the employment index (1949=100) for the textile industry stood at 89.4, up 9.2 per cent from April 1961. During the same period, the employment index for the clothing industry rose by 4.4 per cent.

Employment in pulp and paper mills increased somewhat more than seasonally during the second quarter as the industry recovered some of the losses that occurred during the New York newspaper strike. The tobacco, leather and wood products industries exhibited little quarterly or yearly change in employment.

Activity in most durable goods industries was well maintained during the second quarter. The iron and steel and electrical apparatus and supplies industries continued to show slow but steady growth in both production and employment. Growing demand, as well as a further increase in Canadian parts content, have been chiefly responsible for the expansion in employment in these two industrial divisions. The non-ferrous metal and non-metallic mineral products industries were somewhat more active than in the early part of the year, mainly reflecting increased demands for aluminum and cement.

Shipbuilding experienced a further increase in employment but the work force in the aircraft and parts industry continued to decline. The aircraft industry has shown a steady downward trend in employment during the past year. Employment in the railroad rolling stock industry continued at the low level that was in evidence during the opening quarter of this year. The employment indexes (1949=100) for the aircraft and rolling stock industries in April were lower than the year before by 25 and 10 per cent respectively.

Construction and mining employment expanded seasonally during the second quarter; both residential and non-residential construction operated at virtually the same level as last year. Mining employment was slightly lower than last year despite a substantial increase in production in iron ore mining. Production of gold, asbestos and silver decreased somewhat over the year.

With economic conditions in the Quebec region continuing generally strong, employment in the service-producing industries held firm. Increased spending by residents and tourists led to a slightly greater than seasonal rise in the number employed in wholesale and retail stores as well as in personal and recreational services. For the service-producing industries as a whole, employment was moderately higher than a year ago.

Unemployment in the second quarter averaged 142,000, which represents 7.6 per cent of the labour force. In the same quarter last year it was 7.1 per cent, and in the second quarter of 1961 it was 9.9 per cent.

In June of this year, the classification of the 24 labour market areas in the region (last year's figures in brackets) was as follows: in substantial surplus, 2 (2); in moderate surplus, 20 (18); in balance, 2 (4).

Ontario

Economic activity in the Ontario region continued to expand during the second quarter of 1963. Employment increased at about the same rate as in each of the preceding three quarters. For the 12-month period ending in June, total employment in the region rose by 30,000, a gain of 1.3 per cent. In the 18 months prior to mid-1962, employment increased by 3.6 per cent.

Manufacturing and construction accounted for most of the improvement during the past year. Earlier in the recovery, employment gains were more widespread and the service-producing industries figured prominently in the expansion.

Industrial production has followed a strong upward course over the past year as a result of improved demand for most

kinds of domestically-produced goods, and there was some further evidence of employment strengthening during the second quarter. Manufacturing employment climbed again during the quarter with appreciable gains being reported in the rubber, iron and steel, automotive and electrical goods industries.

Steel mills set new production records in the second quarter of this year. Domestic demand continued strong for virtually all types of rolled steel. Increased shipments of plate were mainly for the production of pipes and tubes. The automotive industry continued to be a big consumer of sheet steel. The largest employment gains were in primary iron and steel.

For the second consecutive year, the motor vehicle and motor vehicle parts industry has been very active. Sales of domestically-produced cars increased substantially; exports were also higher. Figures for the first quarter of this year show a 6-per-cent increase in sales as compared with the same quarter last year. In the aircraft industry, additional skilled tradesmen were hired during the second quarter. Prospects in this industry were generally improved.

Employment in the electrical goods industry rose in the second quarter; some further strengthening took place in heavy electrical and telecommunications equipment. The production of household appliances, radio and television sets slackened, however, owing to slower sales and rising inventories.

In non-metallic mineral products, furniture and non-metallic metal products, there was little change in employment during the second quarter, apart from seasonal influences. Rubber products, synthetic fibres and chemicals showed further signs of strengthening. There was little change in employment levels in the food, leather and clothing industries.

Data on building permits, contract awards and housing starts indicate a substantial improvement in residential and industrial construction and a weakening in commercial and institutional construction. In total, the first to second quarter increase in construction employment was larger than in most previous years at this time.

Farm employment rose seasonally between the first and second quarters. Forestry employment declined a little notwithstanding the strong demand for saw logs and an extensive tree planting program; pulpwood inventories were at a satisfactory level. The closing of one of the uranium mines led to a smaller than seasonal increase in mining employment.

A high level of activity in the communications field and the opening of navigation led to hirings in transportation and public utilities. Higher retail sales and the rising demand for personal, community and business services led to a further slight increase in trade, finance and service employment.

Unemployment in Ontario dropped seasonally in the second quarter. Averaging 92,000, or 3.8 per cent of the labour force, it was slightly lower than a year ago. In the second quarter of 1962, the unemployment rate was 4.0 per cent, and in the same period in 1961 it was 5.1 per cent.

In June, the classification of the 34 labour market areas in the region (last year's figures in brackets) was as follows: in moderate surplus, 14 (15); in balance, 20 (19).

Prairie

After declining for two consecutive quarters, employment in the Prairie region resumed an upward trend during the second quarter of 1963. The gain during the quarter, after seasonal adjustment, amounted to about 1.5 per cent. Sharing in the advance were manufacturing, utilities, trade, finance and services. In agriculture, mining and construction, employment changes between the first and second quarter were about in line with seasonal patterns.

Construction activity, seasonal influences aside, continued at the high level that has prevailed for more than a year. At the close of the quarter, a number of large pipeline projects were getting under way, including some 250 miles of large diameter piping and 577 miles of main line piping. Hydro electric projects and institutional building were additional sources of employment strengthening during the quarter. Activity in residential construction appears to have lost some of its momentum. Total construction employment in the region was about 2 per cent higher than last year and 6 per cent higher than at the same time the year before.

The improvement in manufacturing employment during the second quarter was mainly in clothing, steel and wood products industries. Among the products for which there was a continuing strong demand were garments and knitwear, lumber, plywood and furniture, farm implements, boilers and tanks, pipe and structural steel. Except for certain highly skilled occupations, there were no labour shortages in the region.

In general, crop prospects were good to excellent at the end of June. Seeding operations were carried out during the quarter, resulting in the usual increase in farm employment. Mining employment declined seasonally during this period and continued to be substantially lower than a year ago.

With increased grain shipments, more wheat in storage and expanding storage facilities, employment in transportation and public utilities was somewhat higher than last year. There was also a slight improvement over the year in the trade, finance and service industries.

Unemployment decreased seasonally during the second quarter of 1963. Averaging 40,000, the unemployment estimate represented 3.5 per cent of the labour force. This compares with unemployment rates of 3.7 and 4.3 per cent in the corresponding quarters of 1962 and 1961 respectively.

At the end of June 1963, the classification of the 19 labour market areas in the region (last year's figures in brackets) was as follows: in moderate surplus, 5 (4); in balance, 14 (15).

Pacific

In the Pacific region, the underlying employment trend continued to rise during the second quarter of 1963. Manufacturing and the service-producing industries registered larger than seasonal employment gains during this period. On the other hand, the increase in construction employment was somewhat below seasonal expectations. In the primary industries, the pickup in activity was about normal for the time of year.

In the second quarter, total employment averaged 576,000, an increase of 14,000, or 2.5 per cent, over the corresponding period in 1962.

Increased exports of lumber, newsprint, copper and iron ore played a major role in stimulating activity in manufacturing and mining during the past year. At the same time there was a growing demand on the domestic market for a wide range of manufactured products. Outside of manufacturing, mining and services, employment changes were generally small and largely offsetting.

Manufacturing has been a continuing source of strength this year. In April, the employment index for this industrial division stood at 106.7, up 4.0 per cent from the same period last year. Contributing largely to the advance were the wood and paper products industries. Sawmilling, in particular, has been very active this year, largely reflecting the upward trend in exports of lumber.

Activity was well maintained during the second quarter in iron and steel and non-ferrous metal products. The former industry group registered a 15-per-cent increase in employment during the past year, most of the improvement having taken place during the last half of 1962.

The work force in the shipbuilding industry was significantly curtailed during the quarter owing to a lack of orders. Employment in this industry was slightly lower than last year.

Construction employment showed a somewhat smaller than seasonal increase during the second quarter and as a result, the employment total for this industry was lower than it was a year ago. The over-the-year decrease was in non-residential construction, the sector that had been expected to show some improvement. Residential construction activity continued at much the same pace as last year even though housing starts have been running somewhat ahead of a year ago.

The increase in mining activity during the second quarter marked the continuation of a trend that had been in evidence for more than a year. Providing a strong impetus to the expansion in production and employment was an increase in exports, to Japan and the United States, of copper, iron ore and zinc products.

Forestry employment increased seasonally between the first and second quarter and was slightly higher than a year ago.

Unemployment in the region during the second quarter of this year averaged 36,000, or 5.8 per cent of the labour force. In the second quarter of 1962 the average unemployment rate was 6.3 per cent, and in 1961 it was 8.5 per cent.

In June of this year, the classification of the 12 labour market areas in the region was as follows (last year's figures in brackets): in moderate surplus, 5 (8); in balance, 7 (4).

CLASSIFICATION OF LABOUR MARKET AREAS—JUNE

—	SUBSTANTIAL LABOUR SURPLUS	MODERATE LABOUR SURPLUS	APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	St. John's	Calgary Edmonton Halifax Montreal Quebec-Levis →VANCOUVER-NEW WESTMINSTER Windsor Winnipeg	→HAMILTON Ottawa-Hull →TORONTO	
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non-agricultural activity)	Joliette Lac St. Jean	Brantford →CORNER BROOK Cornwall Farnham-Granby Fort William-Port Arthur Kingston →MONCTON →NEW GLASGOW Niagara Peninsula Oshawa Peterborough →ROUYN-VAL D'OR Saint John SARNIA ← →SHAWINIGAN Sherbrooke Sudbury Sydney Trois Rivieres	Guelph Kitchener London →TIMMINS-KIRKLAND LAKE →VICTORIA	
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more agricultural)		Chatham →RIVIERE DU LOUP →THETFORD-LAC MEGANTIC VILLE ST. GEORGES	→BARRIE Brandon →CHARLOTTETOWN Lethbridge Moose Jaw North Battleford Prince Albert Saskatoon →RED DEER Regina →YORKTON	
MINOR AREAS (labour force 10,000-25,000)		→BATHURST Beauharnois Belleville-Trenton →CAMPBELLTON Chilliwack Dauphin →DAWSON CREEK Drummondville →FREDERICTON →GASPE Grand Falls Lachute-Ste. Therese Lindsay →NEWCASTLE →OKANAGAN VALLEY →PRINCE GEORGE-QUESNEL →QUEBEC NORTH SHORE →RIMOUSKI Ste. Agathe-St. Jerome St. Jean →ST. STEPHEN Sault Ste. Marie SIMCOE ← Sorel →SUMMERSIDE Truro Valleyfield Victoriaville	Bracebridge Brampton →BRIDGEWATER Central Vancouver Island →CRANBROOK Drumheller →EDMUNDSTON Galt Goderich →KAMLOOPS →KENTVILLE Kitimat Listowel →MEDICINE HAT →MONTMAGNY →NORTH BAY →OWEN SOUND →PEMBROKE →PORTAGE LA PRAIRIE →PRINCE RUPERT St. Hyacinthe St. Thomas Stratford Swift Current →TRAIL-NELSON Walkerton Weyburn →WOODSTOCK, N.B. Woodstock-Tillsonburg →YARMOUTH	

→The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification used, see page 491, June issue.

Latest Labour Statistics

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
Manpower				
Total civilian labour force (a) ..... (000)	June	6,839	+ 2.7	+ 1.3
Employed ..... (000)	June	6,535	+ 3.5	+ 1.3
Agriculture ..... (000)	June	688	+ 3.6	+ 0.1
Non-agriculture ..... (000)	June	5,847	+ 3.5	+ 1.4
Paid workers ..... (000)	June	5,353	+ 3.8	+ 1.0
At work 35 hours or more ..... (000)	June	5,630	+ 3.6	+ 0.8
At work less than 35 hours ..... (000)	June	698	− 5.3	+ 3.9
Employed but not at work ..... (000)	June	207	+ 47.9	+ 7 8
Unemployed ..... (000)	June	304	− 12.1	+ 1.0
Atlantic ..... (000)	June	39	− 36.1	−13.3
Quebec ..... (000)	June	113	− 13.1	+ 7.6
Ontario ..... (000)	June	89	+ 11.3	− 3.3
Prairie ..... (000)	June	31	− 22.5	+19.2
Pacific ..... (000)	June	32	− 8.6	− 3.0
Without work and seeking work ..... (000)	June	294	− 10.6	+ 1.4
On temporary layoff up to 30 days ..... (000)	June	10	− 41.2	− 9.1
Industrial employment (1949=100)	April	119.2	+ 1.3	+ 2.1
Manufacturing employment (1949=100)	April	113.7	+ 0.8	+ 3.0
Immigration	1st Quarter 1963	13,410	—	+14.0
Destined to the labour force	1st Quarter 1963	6,761	—	+18.4
Strikes and Lockouts				
Strikes and lockouts	June	63	+ 43.2	+18.9
No. of workers involved	June	7,302	+ 17.5	−49.8
Duration in man days	June	78,400	+158.7	−69.1
Earnings and Income				
Average weekly wages and salaries (ind. comp.)	April	$83.55	+ 0.7	+ 4.2
Average hourly earnings (mfg.)	April	$ 1.95	+ 1.0	+ 3.2
Average hours worked per week (mfg.)	April	41.0	+ 0.2	+ 1.0
Average weekly wages (mfg.)	April	$80.02	+ 1.3	+ 4.6
Consumer price index (1949=100)	June	132.8	+ 0.4	+ 1.8
Index numbers of weekly wages in 1949 dollars (1949=100)	April	$60.48	+ 1.3	+ 2.9
Total labour income $000,000	April	1,745	+ 1.7	+ 6.4
Industrial Production				
Total (average 1949=100)	May	197.8	+ 4.2	+ 5.0
Manufacturing	May	176.8	+ 4.6	+ 5.4
Durables	May	182.0	+ 5.4	+ 6.7
Non-durables	May	172.4	+ 3.7	+ 4.3

(a) Distribution of these figures between male and female workers can be obtained from *The Labour Force*, a monthly publication of the Dominion Bureau of Statistics. These figures are the result of a monthly survey conducted by the Dominion Bureau of Statistics for the purpose of providing estimates of the labour force characteristics of the civilian non-institutional population of working age. (More than 35,000 households chosen by area sampling methods in approximately 170 different areas in Canada are visited each month.) The civilian labour force is that portion of the civilian non-institutional population 14 years of age and over that was employed or unemployed during the survey week.

Collective Bargaining, Second Quarter, 1963

During the second quarter of 1963, collective bargaining in Canada led to the signing of 74 major agreements covering approximately 90,000 employees. Among the new agreements negotiated during the period were contracts applying to employees in the pulp and paper, rubber and other manufacturing industries. Other major agreements were signed by employers in the logging industry, telephone communications and municipal services.

New collective agreements covering approximately 25,000 employees of pulp and paper companies in eastern Canada and British Columbia were negotiated during the quarter. Of 12 major contracts negotiated, seven are for a term of one year and five for a term of two years. The principal unions conducting these negotiations were the **Papermakers** and the **Pulp and Paper Mill Workers**; participating jointly with these unions in negotiations with a few of the companies in eastern Canada were the **I.B.E.W., Machinists, International Operating Engineers, Plumbers** and the **Firemen and Oilers.**

A memorandum of agreement signed in Montreal on May 1 by **Canadian International Paper** and **New Brunswick International Paper,** a wholly-owned subsidiary, was the first of these settlements. It covers approximately 6,500 workers at the companies' dissolving pulp and kraft mills in New Brunswick, Quebec and Ontario for a term of two years.

About one week later in Toronto, a bargaining committee of the Papermakers, Pulp and Paper Mill Workers and three craft unions signed a memorandum of agreement for a term of two years that applies to 3,500 employees of nine **Abitibi Power and Paper** divisions in Quebec, Ontario and Manitoba.

Other two-year agreements in the pulp and paper industry, covering more than 6,500 workers, were negotiated in Ontario by **Great Lakes Paper** and **Marathon Corporation**; and by four companies in Quebec and Nova Scotia—**Anglo-Canadian Pulp and Paper Mills, Bowaters Mersey Paper, James MacLaren Company** and **Domtar Pulp and Paper (Newsprint Division)**—which had conducted joint bargaining.

The two-year contracts include no general wage increases but provide for wage adjustments of 3 cents an hour for some skilled classifications. Improvements in retirement plan benefits were an important feature of the settlements. The new pension formula at Canadian International Paper is to be 2 per cent of employees' earnings for service prior to January 1, 1946 up to December 31, 1962, 1½ per cent from January 1, 1963 to April 30, 1964 and 1¾ per cent from May 1, 1964. The contracts with Abitibi Power and Paper, Great Lakes Paper and the four companies in Quebec and Nova Scotia provide for pension benefits of 2 per cent of employees' earnings from the founding dates of the plans in 1947 to December 31, 1962, 1¾ per cent from January 1, 1963 to June 30, 1964 and 2 per cent from July 1, 1964, with maintenance of past service benefits provided when the plans were established.

One-year contracts were negotiated in Ontario and Quebec with **Domtar Pulp and Paper (Howard Smith Division)** and **Rolland Paper.** These agreements give a general wage increase of 3 cents an hour. Other one-year contracts were signed by **Kimberly-Clark, Provincial Paper (Thorold Division)** and by **Ontario-Minnesota Paper.** These agreements grant no general wage increase but provide for a 3-cent-an-hour adjustment for skilled classifications.

Common features in the eastern Canadian pulp and paper settlements included a reduction to 20 years of service in the qualifying period for four weeks annual vacation and a 1-cent increase in evening and night shift premiums. The new shift differentials are 7 cents and 12 cents in three agreements and 8 cents and 11 cents in seven agreements.

In British Columbia, the Papermakers and the Pulp and Paper Mill Workers reached settlements on behalf of 5,100 employees of west coast pulp and paper companies. Early in June, the Pulp and

This review is prepared by the Collective Bargaining Section, Labour-Management Division, of the Economics and Research Branch.

Paper Mill Workers signed a one-year agreement with five companies—**Canadian Forest Products, Rayonier Canada Limited (Port Alice plant), MacMillan, Bloedel and Powell River, Crown Zellerbach of Canada** and **Elk Falls Company**—which agreed to a wage increase of 4 per cent and to improvements in sickness and accident indemnity benefits. One-year contracts incorporating the same wage increase and welfare provisions were signed a week later by the Paperworkers, who represent employees in the paper mills of the last three companies.

Three pulp and paper mills that had joined in contract negotiations with the west coast companies in previous years were not party to the new settlement with the Pulp and Paper Mill Workers, as attempts were being made by a new union to establish bargaining rights at **Celgar Limited, B.C. Forest Products** and the wood-fibre plant of **Rayonier Canada Limited.**

In the rubber manufacturing industry, the **Rubber Workers** signed new two-year agreements with five companies in Ontario. A settlement with **Goodyear Tire and Rubber** ended a short strike in April, and gave wage increases to approximately 1,500 employees: 9½ cents an hour for incentive workers and 10 cents an hour for day workers. The agreement includes improvements in pension, S.U.B. and health insurance plans as well.

In May, the Rubber Workers and **Firestone Tire and Rubber** concluded an agreement covering 1,150 employees that provides for wage increases of 9 cents an hour for hourly-rated employees and 11 cents an hour for incentive workers over a period of two years. The parties adopted the unanimous recommendations of a conciliation board by including in the company's health and life insurance and S.U.B. plans provisions matching those agreed on in the Goodyear Tire and Rubber settlement.

Subsequently, the Rubber Workers concluded two-year contracts with **Dominion Rubber (Footwear and Warehouse Divisions), Dunlop Canada Limited** and **B.F. Goodrich.** Under the agreement with Dominion Rubber, wages will rise by 6½ cents an hour for male workers and 3 cents an hour for female employees during the life of the contract. Provision was made for a total wage increase of 10 cents an hour at Dunlop Canada Limited and of 8 cents an hour plus classification adjustments at B.F. Goodrich.

During the quarter, three major agreements covering about 3,000 workers in the Quebec logging industry were concluded. In May, the **Carpenters (Lumber and Sawmill Workers)** signed a three-year agreement with **Anglo-Canadian Paper** at Forestville; besides wage increases amounting to 11 cents an hour for hourly-rated employees and 20 cents an hour for woodcutters, a bonus plan for cutting operations was introduced.

The union also reached a settlement on behalf of **E.B. Eddy** employees at Parent and Lower Dumoine. This agreement provides for hourly wage increases totalling 11 to 13 cents over two years and an incentive plan for woodcutters.

In the Gaspe Peninsula, the **Bush Workers'** section of the **Farmers' Union** signed a one-year contract with **Cascapedia Manufacturing and Trading Company;** included in the settlement were increases in piece rates for woodcutters.

Three major settlements covering more than 2,200 non-professional employees of hospitals were concluded during the quarter.

In April, negotiations between the **Employees' Union of Hospital Institutions** and **St. Boniface General Hospital** in Manitoba led to the signing of a two-year agreement providing for two annual wage increases of 3 per cent.

In June, the **Service Employees' Federation** negotiated a two-year contract with the **Association Patronale des Services Hospitaliers,** bargaining representative of six hospitals in Three Rivers, Cap de la Madeleine, Shawinigan and La Tuque, Que. Under the agreement, wage increases will amount to $7 a week for male employees and $6 a week for female staff. In addition, the work week was reduced from 44 to 40 hours on May 21, 1963 with full compensation retroactive to January 1, 1963.

In Alberta, **Calgary General Hospital** concluded a two-year agreement with the **Public Employees.** The settlement provides for wage increases of 3 per cent plus $3.50 a month in 1963 and 2 per cent plus $3.50 a month in 1964.

In the second quarter of 1963, eight major contracts covering nearly 9,000 employees were signed by municipal governments.

The **City of Vancouver** negotiated a one-year agreement with the **Civic Employees' Union** under which wages of outside employees are to rise by 2.67 per cent.

Also negotiated in Vancouver was a one-year settlement between the **B.C. Peace Officers' Federation** and the **Vancouver Board of Police Commissioners** that makes provision for a wage increase of 2.69 per cent for police officers.

The **Public Employees** signed a one-year contract with the **City of Edmonton** granting a wage increase of 9 cents an hour

to 1,700 outside workers. The union also negotiated two agreements of two years duration with the **City of Calgary.** One contract, applying to 1,200 outside workers, provides for a wage increase of 3 per cent plus 2 cents an hour in the first year of the agreement and an additional wage increase of 2 per cent plus 2 cents an hour in the second year. The other settlement embodies similar wage provisions and covers 700 inside personnel.

In eastern Canada, the **Fire Fighters** and the **City of Montreal** reached a settlement providing for wage increases of $400 a year retroactive to December 1962 and $225 a year effective December 1963.

In June, two settlements between the **Municipal and School Employees' Federation** and the **City of Quebec** were concluded after negotiation and arbitration proceedings for the renewal of agreements that had expired in April 1962. At that time the arbitration board established for the negotiations released a partial report prescribing wage terms only. Complete arbitration awards were released a year later, but disagreement between the city and the union led to further discussions that postponed settlement until June. The new agreements are for two years. Common provisions include compulsory check-off and four weeks vacation after 25 years of service. Wage increases amount to 19 cents an hour for outside workers and 12 per cent for inside personnel. Furthermore, the work week for outside workers is to be reduced from 45 to 40 hours in November 1963.

Negotiations in the telephone communications industry in Manitoba and Alberta resulted in four major settlements covering approximately 4,500 workers. The **Manitoba Telephone System** concluded a one-year agreement granting a salary increase of 3 per cent to clerical and maintenance personnel who are represented by the **Manitoba Telephone Association.** A two-year contract was signed with the **I.B.E.W.,** bargaining agent for the electrical craft employees; it provides for two annual wage increases of 3 per cent.

Also negotiated by the I.B.E.W. was a one and a half year agreement giving a wage increase of 2 per cent to employees in the traffic department. Another amendment to the previous Manitoba Telephone contracts is a shorter qualifying period of service for four weeks annual vacation; an employee will now be entitled to four weeks vacation after 30 years of service instead of after 35 years, as before.

In Alberta, the I.B.E.W. concluded a one and a half year agreement on behalf of telephone operators of **Alberta Government Telephones.** Besides a wage increase of 6 cents an hour, the 37½-hour work week will be extended from Calgary, Edmonton, Lethbridge and Red Deer to all other permanent toll centres.

In a vote conducted on June 25, the **Steelworkers** in Sudbury and Port Colborne were given authority to call a strike against **International Nickel** after a conciliation board appointed in February was unable to effect a settlement. The Steelworkers had been conducting joint bargaining on behalf of the two locals since November 1962 after they replaced the **Mine, Mill and Smelter Workers** as bargaining agent.

Three areas were in dispute: the type of pension plan, wages and union security. The company proposed a new pension plan plus a security fund in place of its prevailing non-contributory pension scheme. The position adopted by the Steelworkers was that the change from the current retirement system to the proposed pension plan and security fund would mean lower pension benefits for a number of employees; the company maintained that although 19 per cent of the present labour force would be so affected, the over-all advantages of the new formula would have offset the reduction in pension to the 19 per cent.

The conciliation board chairman recommended that the pension and security fund plan be adopted, provided that present employees receive equitable treatment in relation to existing pension benefits.

The company also proposed changing the compulsory check-off contained in the previous contract with the Mine, Mill and Smelter Workers to a voluntary check-off; the chairman recommended that the compulsory check-off be maintained.

The other two members of the Board submitted their own proposals for settlement.

Collective Bargaining Scene

Agreements covering 500 or more employees, excluding those in the construction industry

Part I—Agreements Expiring During July, August and September

(except those under negotiation in June)

Company and Location	Union
Consolidated Paper, Nicabau, Que.	Bush Wkrs., Farmers' Union (Ind.)
Dominion Electrohome Industries, Kitchener, Ont.	Nat. Council of Cdn. Labour (Ind.)
Dominion Stores, Montreal & vicinity, Que.	Retail Clerks (AFL-CIO/CLC)
Donnacona Paper, Riviere Jacques-Cartier, Que.	Pulp & Paper Wkrs. Federation (CNTU)
DuPont of Canada, Maitland, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Fraser Cos., Atholville, Edmundston & Newcastle, N.B.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
House of Seagram, Que., Ont. & B.C.	Distillery Wkrs. (AFL-CIO/CLC)
Maritime Tel. & Tel., company-wide	I.B.E.W. (AFL-CIO/CLC) (traffic empl.)
McIntyre Porcupine Mines, Schumacher, Ont.	Steelworkers (AFL-CIO/CLC)
Molson's Brewery, Montreal, Que.	Empl. Assn. (Ind.)
Winnipeg Metro., (Transit Dept.), Man.	Street Railway Empl. (AFL-CIO/CLC)

Part II—Negotiations in Progress During June

Bargaining

Company and Location	Union
Aluminum Co., Kitimat & Kemano, B.C.	Steelworkers (AFL-CIO/CLC)
Belt Mfrs. Assn., Montreal, Que.	Ladies' Garment Wkrs., (AFL-CIO/CLC)
Bowater's Nfld. Pulp & Paper, Corner Brook, Nfld.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
CBC, company-wide	Radio & T.V. Empl. (ARTEC) (Ind.)
CNR, North Sydney, N.S.	I.L.A. (AFL-CIO/CLC)
Canada Steamship Lines, Ont. & Que.	Railway Clerks (AFL-CIO/CLC)
Commission des Ecoles Catholiques, Montreal, Que.	Public Service Empl. Federation (CNTU) (maintenance empl.)
Consolidated Paper, Grand'Mere, Que.	Paper Makers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Cap de la Madeleine & Three Rivers, Que.	Paper Makers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Shawinigan, Que.	Paper Makers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Council of Printing Industries, Toronto, Ont.	Typographical Union (AFL-CIO/CLC) (composing room empl.)
Denison Mines, Elliot Lake, Ont.	Steelworkers (AFL-CIO/CLC)
E. B. Eddy, Hull, Que.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Employing Printers' Assn., Montreal, Que.	Bookbinders (AFL-CIO/CLC)
Employing Printers' Assn., Montreal, Que.	Printing Pressmen (AFL-CIO/CLC)
Domil Limited, Sherbrooke, Que.	Textile Federation (CNTU)
Dominion Oilcloth & Linoleum, Montreal, Que.	CNTU-chartered local
Dominion Steel & Coal, Montreal, Que.	Steelworkers (AFL-CIO/CLC)
Dominion Steel & Coal, Sydney, N.S.	Steelworkers (AFL-CIO/CLC)
Dominion Steel & Coal, Trenton, N.S.	Steelworkers (AFL-CIO/CLC)
Domtar Pulp & Paper (Kraft & Boxboard Div.), Windsor, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Domtar Pulp & Paper (Newsprint Div.), Red Rock, Ont.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Domtar Newsprint (Donnacona Paper), Donnacona, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Dress Mfrs. Guild, Toronto, Ont.	Ladies' Garment Wkrs. (AFL-CIO/CLC)
Gaspesia woods contractors, Chandler, Ont.	Bush Wkrs., Farmers' Union (Ind.)
Hamilton City, Ont.	Public Empl. (CLC) (office empl.)
Hamilton City, Ont.	Public Service Empl. (CLC) (outside empl.)
Hotel Dieu St. Vallier, Chicoutimi, Que.	Service Empl. Federation (CNTU)
K.V.P. Company, Espanola, Ont.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & I.B.E.W. (AFL-CIO/CLC)
Manitoba Rolling Mill, Selkirk, Man.	Steelworkers (AFL-CIO/CLC)
Miner Rubber, Granby, Que.	Rubber Wkrs. (AFL-CIO/CLC)
Dress & Sportswear Mfrs. Guild, Montreal, Que.	Ladies' Garment Wkrs. (AFL-CIO/CLC)

Company and Location	Union
New Brunswick Power Commission, province-wide	I.B.E.W. (AFL-CIO/CLC)
Ontario Paper, Thorold, Ont.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Ottawa Civic Hospital, Ottawa, Ont.	Public Empl. (CLC)
Price Bros., Kenogami & Riverbend, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Quebec Cartier Mining, Port Cartier & Lac Jeannine, Que.	Steelworkers (AFL-CIO/CLC)
Quebec North Shore Paper, Baie Comeau, Que.	Paper Makers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
R.C.A. Victor, Montreal, Que.	Salaried Empl. Assn. (Ind.)
E.S. & A. Robinson (Can.), Leaside, Ont.	Printing Pressmen (AFL-CIO/CLC)
Royal Alexandra Hospital, Edmonton, Alta.	Public Empl. (CLC)
TCA, company-wide	Air Line Flight Attendants (CLC)
TCA, company-wide	Air Line Pilots (Ind.)
TCA, company-wide	Sales Empl. (Ind.)
Union composing rooms, Toronto, Ont.	Typographical Union (AFL-CIO/CLC)
Wabasso Cotton, Grand'Mere, Shawinigan & Three Rivers, Que.	United Textile Wkrs. (AFL-CIO/CLC)
Winnipeg City, Man.	Public Service Empl. (CLC)
Winnipeg General Hospital, Winnipeg, Man.	Public Empl. (CLC)
Winnipeg Metro., Man.	Public Service Empl. (CLC)
Conciliation Officer	
Ayers Limited, Lachute, Que.	United Textile Wkrs. (AFL-CIO/CLC)
CBC, company-wide	Broadcast Empl. (AFL-CIO/CLC)
Dominion Rubber (Rubber Div.), St. Jerome, Que.	Rubber Wkrs. (AFL-CIO/CLC)
Dominion Rubber (Tire Div.), Kitchener, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Dominion Steel & Coal (Cdn. Bridge), Walkerville, Ont.	Steelworkers (AFL-CIO/CLC)
Fittings Limited, Oshawa, Ont.	Steelworkers (AFL-CIO/CLC)
K.V.P. Company, Espanola, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Northern Forest Products, Port Arthur, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Quebec Hydro-Electric Comm., Montreal, Que.	Office Empl. Assn. (Ind.)
Regent Knitting Mills, St. Jerome, Que.	Textile Wkrs. Union (AFL-CIO/CLC)
Shipping Federation of Canada, Halifax, N.S., Saint John, N.B., Montreal, Quebec & Three Rivers, Que.	I.L.A. (AFL-CIO/CLC)
Stanrock Uranium Mines, Elliot Lake, Ont.	Steelworkers (AFL-CIO/CLC)
Conciliation Board	
Assn. Patronale des Services Hospitaliers, Quebec, Que.	Service Empl. Federation (CNTU) (male empl.)
Assn. Patronale des Services Hospitaliers, Quebec, Que.	Service Empl. Federation (CNTU) (female empl.)
B.A. Oil, Clarkson, Ont.	Oil Wkrs. (AFL-CIO/CLC)
Cdn. British Aluminum, Baie Comeau, Que.	Metal Trades' Federation (CNTU)
Dominion Coal, Glace Bay, N.S.	Mine Wkrs. (Ind.)
Eastern Canada Stevedoring & two others, Toronto, Ont.	I.L.A. (AFL-CIO/CLC)
Fairey Aviation, Eastern Passage, N.S.	Machinists (AFL-CIO/CLC)
Falconbridge Nickel, Falconbridge, Ont.	Mine, Mill & Smelter Wkrs. (Ind.)
Fisheries Assn. & Cold Storage Cos., B.C.	United Fishermen (Ind.) & Native Brotherhood (Ind.) (shore wkrs.)
Fisheries Assn., B.C.	United Fishermen (Ind.) (tendermen)
Goodyear Cotton, St. Hyacinthe, Que.	Textile Federation (CNTU)
Marathon Corp., Port Arthur, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Old Sydney Collieries, Sydney Mines, N.S.	Mine Wkrs. (Ind.)
Toronto General Hospital, Toronto, Ont.	Building Service Empl. (AFL-CIO/CLC)
Post-Conciliation Bargaining	
B.C. Shipping Federation, various ports, B.C.	Longshoremen & Warehousemen (CLC)
Hat & Cap Mfrs. Assn., Montreal, Que.	Hatters (AFL-CIO/CLC)
International Nickel, Port Colborne & Sudbury, Ont.	Steelworkers (AFL-CIO/CLC)
Arbitration	
Hotel Empress (CPR), Victoria, B.C.	Railway, Transport & General Wkrs. (CLC)
Kimberly-Clark & Spruce Falls Paper, Kapuskasing & Longlac, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)

Work Stoppage

Company and Location	Union
David & Frere, Montreal, Que.	Empl. Assn. (Ind.)

Part III—Settlements Reached During June 1963

(A summary of major terms on the basis of information immediately available. Figures on the number of employees covered are approximate.)

ALBERTA GOVERNMENT TELEPHONES, PROVINCE-WIDE—I.B.E.W. (AFL-CIO/CLC) (TRAFFIC EMPL.): 1½-yr. agreement covering 1,200 empl.—wage increase of 6¢ an hr. eff. May 1, 1963; work week of 37½ hrs. (formerly 40 hrs.) to be extended from Calgary, Edmonton, Lethbridge and Red Deer to all other permanent toll centres eff. Jan. 1, 1964; rate for operator $1.20 an hr.

ASSN. DES MARCHANDS DETAILLANTS, QUEBEC & DISTRICT, QUE.—METAL TRADES' FEDERATION (CNTU) (GARAGE EMPL.): 3-yr. agreement covering 700 empl.—wage increases of 10¢ an hr. eff. July 1, 1963, 2¢ an hr. eff. July 1, 1964, 2¢ an hr. eff. Jan. 1, 1965, 2¢ an hr. eff. July 1, 1965 and 5¢ an hr. eff. Dec. 31, 1965; 3 wks. vacation after 15 yrs. (formerly after 17 yrs.); employer to pay $2 a wk. per empl. toward life-accident hospitalization plan; modified Rand formula introduced; rate for class A motor-mechanic after Dec. 31, 1965 will be $2.28 an hr.

ASSN. DES MARCHANDS DETAILLANTS (PRODUITS ALIMENTAIRES), QUEBEC, QUE.—COMMERCE EMPL. FEDERATION (CNTU): 2-yr. agreement covering 1,500 empl.—wage increase of $5 a wk. eff. July 1, 1963.

ASSN. PATRONALE DES SERVICES HOSPITALIERS, THREE RIVERS, CAP DE LA MADELEINE, SHAWINIGAN & LA TUQUE, QUE.—SERVICE EMPL. FEDERATION (CNTU): 2-yr. agreement covering 1,000 empl.—wage increase of $5 a wk. for male empl. and $4 a wk. for female empl. retroactive to Jan. 1, 1963; general wage increase of $2 a wk. eff. Jan. 1, 1964; work week reduced to 40 hrs. eff. May 21, 1963 (formerly 44 hrs.) with full compensation retroactive to Jan. 1, 1963; rate for labourer after Jan. 1, 1964 will be $60 a wk.

B.C. HOTELS ASSN., NEW WESTMINSTER, BURNABY, FRASER VALLEY, B.C.—HOTEL EMPL. (AFL-CIO/CLC): 2-yr. agreement covering 700 empl.—wage increases of 5¢ an hr. retroactive to Jan. 1, 1963 and 4¢ an hr. eff. Jan. 1, 1964 for beverage room waiters and 5¢ an hr. retroactive to Jan. 1, 1963 and 5¢ an hr. eff. Jan. 1, 1964 for mixerologists and service wkrs.; rate for dishwasher after Jan. 1, 1964 will be $1.20 an hr.

CALGARY CITY, ALTA.—PUBLIC EMPL. (CLC) (INSIDE EMPL.): 2-yr. agreement covering 700 empl.—wage increases of 3% plus $3.50 a mo. retroactive to Jan. 1, 1963 and 2% plus $3.50 a mo. eff. Jan. 1, 1964; additional classification adjustments.

CALGARY CITY, ALTA.—PUBLIC EMPL. (CLC) (OUTSIDE EMPL.): 2-yr. agreement covering 1,200 empl.—wage increases of 3% plus 2¢ an hr. retroactive to Jan. 1, 1963 and 2% plus 2¢ an hr. eff. Jan. 1, 1964; rate for labourer I after Jan. 1, 1964 will be $1.91 an hr.

CALGARY GENERAL HOSPITAL, CALGARY, ALTA.—PUBLIC EMPL. (CLC): 2-yr. agreement covering 600 empl.—wage increases of 3% plus $3.50 a mo. retroactive to Jan. 1, 1963 and 2% plus $3.50 a mo. eff. Jan. 1, 1964; rate for orderly after Jan. 1, 1964 will be $279 a mo.

CANADA CEMENT, N.B., QUE., ONT., MAN. & ALTA.—CEMENT WKRS. (AFL-CIO/CLC): 2-yr. agreement covering 1,400 empl.—wage increases of 7¢ an hr. eff. July 1, 1963 and 7¢ an hr. eff. July 1, 1964; 3 wks. vacation after 12 yrs. of service eff. Jan. 1, 1964 (at present after 15 yrs.); evening and night shift premiums increased to 10¢ and 14¢ respectively (formerly 8¢ and 12¢); premium for Sunday work to be increased to 1 4/10 regular rate of pay eff. July 1, 1964 and 1 5/10 eff. June 30, 1965 (at present 1 3/10 regular rate of pay); employer contribution toward S.U.B. plan increased to 5¢ an hr. (formerly 4¢ an hr.); employer contribution toward group insurance fund increased to 8¢ an hr. (formerly 6¢ an hr.) and employee contribution increased to 4¢ an hr. (formerly 3¢ an hr.); rate for labourer after July 1, 1964 will be $2.15 an hr.

CDN. SUGAR FACTORIES, PICTURE BUTTE, RAYMOND & TABER, ALTA.—CLC-CHARTERED LOCAL: 2-yr. agreement covering 1,000 empl.—wage increases of $20 a mo. eff. July 1, 1963 and $18 a mo. eff. July 1, 1964 for permanent monthly-paid empl.; wage increases of 11¢ an hr. eff. July 1, 1963 and 10¢ an hr. eff. July 1, 1964 for permanent hourly-rated empl.; wage increases of 6¢ an hr. eff. July 1, 1963 and 5¢ an hr. eff. July 1, 1964 for temporary empl.; 4 wks. vacation after 18 yrs. of service (formerly after 20 yrs.) and 3 wks. vacation after 7 yrs. of service (formerly after 8 yrs.); all empl. retiring on pension to receive $1,000 paid-up group life insurance policy; rate for permanent yard and factory labourer after July 1, 1964 will be $2.15 an hr. and rate for seasonal labourer after July 1, 1964 will be $1.45 an hr.

CDN. WESTINGHOUSE, THREE RIVERS, QUE.—I.B.E.W. (AFL-CIO/CLC): 3-yr. agreement covering 500 empl.—wage increases of 5¢ an hr. retroactive to May 31, 1963, 4¢ an hr. eff. June 15, 1964 and 4¢ an hr. eff. June 15, 1965 for male empl.; wage increases of 3¢ to 5¢ an hr. retroactive to May 1, 1963, 3¢ to 6¢ an hr. eff. June 15, 1964 and 5¢ an hr. eff. June 1965 for female empl.; work week for male empl. to be reduced to 40 hrs. (at present 42½ hrs.) with maintenance of pay eff. June 15, 1964; 1 wk. and 2 days vacation after 2yrs. of service (formerly 1 wk. after 1 yr. and 2 wks. after 3 yrs.) and 4 wks. after 25 yrs.; evening and night shift premiums increased to 8¢ and 10¢ an hr. respectively (formerly 7¢ and 9¢); minimum hiring rate for female empl. increased from $1.10 an hr. to $1.15 an hr.; company to implement job evaluation plan eff. Dec. 1, 1963 resulting in wage adjustment of 4¢ an hr. for male empl.

CASCAPEDIA MFG. & TRADING, GASPE PENINSULA, QUE.—BUSH WKRS., FARMERS' UNION (IND.): 1-yr. agreement covering 500 empl.—increases in piece rates: for cutting pulpwood and stump piling, including cutting of roads suitable for hauling by horse, $6.15 a cord (formerly $6.05); for cutting, skidding and piling pulpwood on road or streams, $6.75 a cord (formerly $6.65); for trail-cut wood, $5.35 a cord (formerly $5.25); rate for labourer to be $10 a day (formerly $9.90).

CLOTHING MFRS. ASSN., FARNHAM, QUEBEC & VICTORIAVILLE, QUE.—CLOTHING WKRS. FEDERATION (CNTU): 2-yr. agreement covering 1,200 empl.—wage increase of 3½% of minimum rate for all empl. eff. July 1, 1963; additional classification adjustments of 1%; 1 additional paid holiday; vacation pay to be 6% after 8 yrs. of service and 8% after 17 yrs. of service.

DAIRIES (VARIOUS), VANCOUVER & NEW WESTMINSTER, B.C.—TEAMSTERS (IND.): 2-yr. agreement covering 800 empl.—wage increases of 10¢ an hr. retroactive to April 1, 1963 and 5¢ an hr. eff. April 1, 1964; improvements in sick leave provisions; rate for dairy worker after April 1, 1964 will be $2.26 an hr.

DOMINION GLASS, WALLACEBURG, ONT.—GLASS & CERAMIC WKRS. (AFL-CIO/CLC): 3-yr. agreement covering 800 empl.—wage increases of 9¢ an hr. eff. July 5, 1963, 5¢ an hr. eff. July 5, 1964 and 5¢ an hr. eff. July 5, 1965; additional classification adjustments; 3 wks. vacation after 12 yrs. of service (formerly after 15 yrs.); jury duty allowance introduced; rate for labourer after July 5, 1965 will be $1.81 an hr.

DOMINION RUBBER (FOOTWEAR & WAREHOUSE DIVS.), GUELPH & KITCHENER, ONT.—RUBBER WKRS. (AFL-CIO/CLC): 2-yr. agreement covering 650 empl.—hourly wage increases of 3¢ for male empl. and 1½¢ for female empl. eff. June 1, 1963, and 3½¢ for male empl. and 1½¢ for female empl. eff. June 1, 1964; 4 wks. vacation after 22 yrs. of service (formerly after 25 yrs.).

DUNLOP CANADA, TORONTO, ONT.—RUBBER WKRS. (AFL-CIO/CLC): 2-yr. agreement covering 550 empl.—wage increases of 4¢ an hr. eff. May 1, 1963 and 6¢ an hr. eff. May 1, 1964; rate for mixed stock storekeeper after May 1, 1964 will be $2.11 an hr.

EASTERN CANADA NEWSPRINT GROUP, QUE. & N.S.—PAPER MAKERS (AFL-CIO/CLC), PULP & PAPER MILL WKRS. (AFL-CIO/CLC) & OTHERS: 2-yr. agreement covering 5,000 empl.—no general wage changes; wage increase of 3¢ an hr. for skilled trades (not applicable to shift electricians at Anglo-Cdn. Pulp & Paper); evening and night shift premiums to be increased to 8¢ and 11¢ respectively eff. May 1, 1964 (at present 7¢ and 10¢); 4 wks. vacation after 20 yrs. of service eff. Jan. 1, 1964 (at present after 23 yrs.); boss machine tender's differential increased from 18¢ an hr. to 25¢ an hr. above highest machine tender's rate, in mill concerned, for each machine supervised; pension for retiring empl. to be 2% of earnings from effective date of founding of respective plan to Dec. 31, 1962; 1¾% of earnings from Jan. 1, 1963 to June 30, 1964; and 2% of earnings from July 1, 1964; past service benefit provided at origin of plan to be maintained; retirement plan amendments shall not be negotiable before May 1, 1967 and will be renewed annually thereafter unless subject to collective bargaining; each company except Domtar Newsprint to contribute $2.25 a mo. additional per employee eff. May 1, 1964 which, by local negotiation, may be applied to either group insurance and/or other existing benefits, or to a direct reduction of employees' monthly contributions; Domtar Newsprint to increase contributions toward group insurance in the following steps: married employees, $2.25 a mo. and single employees $1.75 a mo. eff. May 1, 1963; married employees, $2.25 a mo. and single employees $1 a mo. eff. May 1, 1964.

E. B. EDDY, PARENT, & LOWER DUMOINE, QUE.—CARPENTERS (LUMBER & SAWMILL WKRS.) (AFL-CIO/CLC): 2-yr. agreement covering 500 empl.—wage increases of 6¢ to 8¢ an hr. eff. July 1, 1963 and 5¢ an hr. eff. July 1, 1964 for day wkrs.; piece rate bonuses of 5¢ a cord for first 100 cords, 10¢ a cord for first 150 cords, 15¢ a cord for first 200 cords eff. July 1, 1963; piece rate bonuses of 10¢ a cord for first 100 cords, 15¢ a cord for first 150 cords and 20¢ a cord for first 200 cords eff. July 1, 1964; Christmas Day to be paid holiday; vacation pay to be 3% of gross earnings after 90 days of work (formerly 2½%); compulsory union membership for new employees within 13 days of employment (formerly after 30 days employment in the contract year).

EDMONTON CITY, ALTA.—PUBLIC EMPL. (CLC) (OUTSIDE EMPL.): 1-yr. agreement covering 1,710 empl.—wage increase of 9¢ an hr. retroactive to Dec. 23, 1962; rate for labourer $1.88 an hr.

B. F. GOODRICH, KITCHENER, ONT.—RUBBER WKRS. (AFL-CIO/CLC): 2-yr. agreement covering 700 empl.—wage increases of 4¢ an hr. eff. June 1, 1963 and 4¢ an hr. eff. June 1, 1964; additional classification adjustments; rate for braided hose roller and wrapper after June 1, 1964 will be $1.81 an hr.

H. J. HEINZ, LEAMINGTON, ONT.—PACKINGHOUSE WKRS. (AFL-CIO/CLC): 2-yr. agreement covering 800 empl.—wage increases of 6¢ an hr. retroactive to Feb. 1, 1963 and 6¢ an hr. eff. Feb. 1, 1964; 3 wks. vacation after 10 yrs. of service eff. Jan. 1, 1964 (at present after 12 yrs.); night shift premium to be increased to 9¢ (formerly 8¢); weekly indemnity payable up to 26 wks. (formerly 3 wks.); rate for general production worker "C" after Feb. 1, 1964 will be $1.94 an hr.

KIMBERLY-CLARK PAPER, TERRACE BAY, ONT.—PULP & PAPER MILL WKRS. (AFL-CIO/CLC) & I.B.E.W. (AFL-CIO/CLC): 1-yr. agreement covering 500 empl.—no general wage changes; wage increase of 3¢ an hr. for skilled trades eff. May 1, 1963; 4 wks. vacation after 20 yrs. of service (formerly after 23 yrs.); evening and night shift premiums increased to 8¢ and 11¢ respectively eff. May 1, 1963 (formerly 7¢ and 10¢); sick leave to start after 7 days of illness (formerly after 14 days); monthly company contributions toward P.S.I. plan to be $6 for married employees (formerly $1.25) and $2.25 (formerly $1.25) for single employees; rate for labourer $2 an hr.

LEVER BROS., TORONTO, ONT.—CHEMICAL WKRS. (AFL-CIO/CLC): 1-yr. agreement covering 550 empl.—wage increases of from 5¢ an hr. on base labour rate to 7½¢ an hr. for skilled trades retroactive to March 17, 1963; further increase of 5¢ an hr. to be implemented on completion of job evaluation program but eff. Sept. 15, 1963 for jobs classified at similar or higher rates; rate for labourer after Sept. 15, 1963 will be $2.075 an hr.

MACDONALD TOBACCO, MONTREAL, QUE.—TOBACCO WKRS. (AFL-CIO/CLC): 2-yr. agreement covering 1,400 empl.—wage increases of 9¢ an hr. eff. May 1, 1963 and 4¢ an hr. eff. May 1, 1964; work week to be reduced to 37½ hrs. eff. Aug. 12, 1963 (at present 40 hrs.) with maintenance of pay; 3 wks. vacation after 10 yrs. of service (formerly after 12 yrs.).

MACMILLAN, BLOEDEL & POWELL RIVER & OTHERS, B.C. COAST—PAPER MAKERS (AFL-CIO/CLC): 1-yr. agreement covering 700 empl.—wage increase of 4%; weekly accident and sickness indemnity increased to $50 (formerly $40) payable up to 39 wks. (formerly 26 wks.); rate for washroom and basement cleaner will be $2.18 an hr.

MacMillan, Bloedel & Powell River & others, B.C. Coast—Pulp & Paper Mill Wkrs. (AFL-CIO/CLC): 1-yr. agreement covering 4,400 empl.—wage increase of 4%; weekly accident and sickness indemnity increased to $50 (formerly $40) payable up to 39 wks. (formerly 26 wks.); rate for labourer will be $2.18 an hr.

Manitoba Telephone—Man. Telephone Assn. (Ind.) (clerical & maintenance empl.): 1-yr. agreement covering 1,400 empl.—salary increase of 3%; 4 wks. vacation after 30 yrs. of service (formerly after 35 yrs.); rate for clerk I $176 a mo.

Manitoba Telephone—I.B.E.W. (AFL-CIO/CLC) (electrical craft empl.): 2-yr. agreement covering 1,000 empl.—wage increases of 3% retroactive to April 1, 1963 and 3% cumulative increase eff. April 1, 1964; 4 wks. vacation after 30 yrs. of service (formerly after 35 yrs.); rate for journeyman after April 1, 1964 will be $2.38 an hr.

Manitoba Telephone—I.B.E.W. (AFL-CIO/CLC) (traffic empl): 1-yr. agreement covering 980 empl.—wage increase of 2%.

Marathon Corp., Marathon, Ont.—Pulp & Paper Mill Wkrs. (AFL-CIO/CLC): 2-yr. agreement covering 500 empl.—no general wage changes; wage increase of 3¢ an hr. for skilled trades eff. May 1, 1963; evening and night shift premiums increased to 8¢ and 11¢ an hr. respectively (formerly 7¢ and 10¢); employer to pay medical insurance premiums—$1.50 for single employees and $4.50 for married employees eff. July 1, 1963; weekly indemnity payable up to 13 wks. at $45.50 a wk. eff. July 1, 1963; rate for labourer $2 an hr.

Ontario-Minnesota Paper, Fort Frances & Kenora, Ont.—Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others: 1-yr. agreement covering 1,190 empl.—no general wage changes; wage adjustment of 3¢ an hr. for some skilled classifications eff. May 1, 1963; 4 wks. vacation after 20 yrs. of service (formerly after 21 yrs.); evening and night shift premiums increased to 8¢ and 11¢ respectively eff. May 1, 1963 (formerly 7¢ and 10¢); employee relieving salaried supervisors at company request (heretofore receiving 18¢ an hr. above regular pay) to receive 20¢ an hr. eff. May 1, 1963; arbitration board in respect to a grievance involving discharge shall be entitled to modify such a penalty as in its opinion is just and equitable; employer to pay full cost of ward coverage for medical, surgical and hospitalization insurance; company-paid basic life insurance $4,000 for rates commencing at $1.92 an hr. and $5,000 for rates of $2.31 and over, to be adjusted Nov. 1 each yr.; contributory supplementary life insurance ranging from $2,000 to $5,000, depending on hourly wage rates, available to empl. with empl. contributing 30¢ to $1.50 a mo.; employer to provide fully-paid group life insurance of $1,000 for employees retiring after May 1, 1963; rate for labourer $2.03 an hr.

Provincial Paper, Thorold, Ont.—Pulp & Paper Mill Wkrs. (AFL-CIO/CLC): 1-yr. agreement covering 600 empl.—no wage changes; 4 wks. vacation after 20 yrs. of service (formerly after 25 yrs.); evening and night shift premiums increased to 7¢ and 12¢ respectively eff. May 1, 1963 (formerly 6¢ and 11¢); employer contribution toward hospital and medical-surgical insurance and weekly indemnity plan increased by $8.10 a mo. for married employees with family coverage, $8 a mo. for married employees and $4 a mo. for single employees; employer to maintain $2,000 group life insurance for all male employees retiring at age 65 after April 30, 1963 at no cost to retired employee; insurance benefits for female employees to remain unchanged; provision for jury duty pay introduced; rate for labourer $1.93 an hr.

Quebec City, Que.—Municipal & School Empl. Federation (Ind.) (inside empl.): 2-yr. agreement covering 500 empl.—wage increases of 10% retroactive to May 1, 1962 and 2% eff. May 1, 1963; winter hrs. to be 31 hrs., 40 mins. a wk. and summer hrs. to be 29 hrs. 10 mins. a wk.; 4 wks. vacation after 25 yrs. of service; provision for compulsory check-off; minimum rate for junior clerk after May 1, 1963 will be $2,895 per annum.

Quebec City, Que.—Municipal & School Empl. Federation (Ind.) (outside empl.): 2-yr. agreement covering 750 empl.—wage increases of 17¢ an hr. retroactive to May 1, 1962 and 2¢ an hr. eff. May 1, 1963; work week to be reduced from 45 hrs. to 40 hrs. a wk. eff. Nov. 1, 1963; 4 wks. vacation after 25 yrs. of service (no previous provision); provision for compulsory check-off; rate for labourer after May 1, 1963 will be $1.60 an hr.

Rolland Paper, Mont Rolland & St. Jerome, Que.—Paper Makers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC): 1-yr. agreement covering 650 empl.—general wage increase of 3¢ an hr. eff. May 1, 1963; 4 wks. vacation after 20 yrs. of service (formerly after 25 yrs.); evening and night shift premiums increased to 7¢ and 12¢ respectively (formerly 6¢ and 11¢); provision for jury duty pay introduced; improvements in welfare plan; rate for labourer $1.92 an hr.

Saskatchewan Government—Sask. Govt. Empl. Assn. (Ind.) (labour service empl.): 2-yr. agreement covering 1,500 empl.—wage increases of 2% eff. April 1, 1963 and 2½% eff. April 1, 1964; rate for outside labourer after April 1, 1964 will be $1.56 an hr.

Shell Oil, Montreal East, Que.—Empl. Council (Ind.): 2-yr. agreement covering 600 empl.—wage increase of 7¢ an hr. eff. Feb. 1, 1963 and 8¢ an hr. eff. June 1, 1964; rate for labourer after June 1, 1964 will be $1.93 an hr.

Telegram Publishing, Toronto, Ont.—Newspaper Guild (AFL-CIO/CLC): 1¾-yr. agreement covering 600 empl.—wage increase of 5.11% on minimum rates retroactive to March 1, 1963 and general wage increase of $2 a wk. eff. Jan. 1, 1964; work week to be reduced to 35 hrs. eff. Jan. 1, 1964 (at present 37½ hrs.); 4 wks. vacation after 18 yrs. of service; rate for messenger after Jan. 1, 1964 will be $50.11 a wk.

Toronto Star, Toronto, Ont.—Newspaper Guild (AFL-CIO/CLC): 2¼-yr. agreement covering 1,000 empl.—general wage increase of 4% retroactive to Oct. 1, 1962; wage increase of $2 a wk. eff. Oct. 1, 1963 for some classifications; additional classification adjustments; work week to be reduced to 35 hrs. eff. Jan. 1, 1964 (at present 37½ hrs.) with maintenance of pay; 4 wks. vacation after 18 yrs. of service (formerly after 23 yrs.); pension and health plan improvements with normal retirement age to be reduced to 65 (formerly 70); new retraining provisions for employees with 3 or more yrs. of service who are displaced by technological change; severance pay formula for layoffs to be lump sum of $500, plus 1 wk. pay for each 5 mo. of service up to a maximum of 38 wks. pay; rate for office boy after Oct. 1, 1963 will be $61.80 a wk.

92nd Annual General Meeting of the Canadian Manufacturers' Association

"Manufacturing—Canada's Future" is theme of meeting, which consisted of seven conferences. Industrial Relations Conference had two sessions with themes, "A Progressive Approach to Labour Relations" and "Social Developments in Industry"

The 92nd annual general meeting of The Canadian Manufacturers' Association, held in Toronto on June 2, 3 and 4, had the theme, "Manufacturing—Canada's Future."

The meeting, attended by some 1,450 delegates, included an industrial relations conference, a plenary conference on economic growth, and a world trade conference. There was also a plenary conference on management. Additional conferences dealt with public relations, taxation, and transportation. (The industrial relations conference and the plenary conference on economic growth are the only ones reported in detail here.)

Elected President of the CMA for the next term was H. Roy Crabtree, Chairman and President, The Wabasso Cotton Company Limited, Montreal.

President's Address

"More people than ever before in this country of ours are aware that we are now, above all else, a manufacturing nation and that our national policies must increasingly reflect this fact if we are to prosper," said Carl A. Pollock, retiring CMA President and President, Dominion Electrohome Industries Limited. The emphasis on the importance of manufacturing was reflected in the theme of the Association's current annual meeting, he added.

"If, as many believe, our industrial future lies in a greater degree of specialization than heretofore, we obviously must attach the greatest importance to developing a better educated and more highly trained work force with flexible skills and adaptable minds," he pointed out.

He reviewed recent government efforts to improve the climate for manufacturing growth and to expand Canadian export trade, such as the industrial expansion conference and the "Operation World Markets" publicity and sales drive launched by the Department of Trade and Commerce. National and international developments affecting manufacturing such as the imposition and subsequent removal of import surcharges, the appointment of a Royal Commission on Taxation, and General De Gaulle's "veto" of Britain's application for European Common Market membership had also made 1962-63 a notable year.

The surcharges, a temporary expedient to reinforce the international standing of the Canadian dollar, had pointed up Canada's need to reduce our chronically excessive consumption of manufactured imports, he said.

The balance of payments problem was still with us, Mr. Pollock remarked. The "massive" negative balance in our international accounts, as in past years, was accounted for mostly by a trading deficit with the United States. It was therefore most important to improve our trade situation in relation to the United States.

The deficit situation with the U.S. in effect was forcing Canada to strive to sell more in that country while buying less there. Although Canadian manufacturers themselves were responsible for much of the buying done in the U.S., some of the machinery, components and materials were indispensable; but they should investigate Canadian sources of supply, the CMA President suggested. In addition, developing such Canadian sources was now justified much more than had been the case a few years before.

Canadian firms, wherever possible, should sell at least as much in the United States as they buy there. An increasing number of firms was accomplishing this, he said, and Association members should also continue to convey the "Make, Buy and Sell Canadian" message to the Canadian consumer.

Exports of finished goods especially should be increased, urged Mr. Pollock, and he hoped that forthcoming tariff negotiations and changes under the new U.S. Trade Expansion Act would assist the Canadian manufacturer to do this, although nothing definite could be predicted as a result of that Act, he believed.

Reverting to the national scene, Mr. Pollock described the establishment of an Economic Council of Canada and a Canada Development Corporation, as announced in the Throne Speech, as "obviously of great significance to manufacturing industry." He said he was a strong believer, however, in manufacturers' taking the lead themselves in doing more planning, otherwise they would be "planned" by others.

He attributed the failure of the economy to grow as fast as the labour force in recent years to the slowdown in private investment since the mid-fifties, "a slowdown attributable in no small measure to the relentless pressure on industrial profits." Pointing out that there had been a modest improvement in the profit picture in 1962, he suggested that there had also been some improvement in employment.

Healthy profits mean high investment which means more employment which means an expanding economy. This is the regenerative circle and a free market economy like ours will always be in trouble whenever the circle is broken.

Money spent on plant modernization since the second World War had made Canada's manufacturing industry much more competitive than it would otherwise have become, and it provided many jobs that would otherwise not exist today, Mr. Pollock declared.

The CMA President pointed out that estimated investment in manufacturing plant and equipment this year showed an encouraging increase over 1962, but it was still much less than in the record year 1957, and it had not kept pace with the 15-per-cent increase in population since then. To maintain the improvement in employment and in productive efficiency, this spending should be increased considerably, and it could take place only in an economic climate "that promotes the opportunity of a worthwhile return on such investment."

Industry's obligations today, however, went far beyond "the updating of mere physical plant and equipment"—now they also included "the upgrading of human skills to meet the challenge of rapid technological change." The whole area of retraining, he said, was receiving increasing government attention, and it would require a high degree of co-operation between management, labour and government in the years immediately ahead.

If Canada's industrial future depended on a greater degree of specialization than before, as many believed, then "we obviously must attach the greatest importance to developing a better educated and more highly trained work force with flexible skills and adaptable minds."

Noting with satisfaction that his tenure as President had not been marred by any industrial dispute of major proportions, and that there was a continuing improvement in labour-management relations, he drew attention to the fact that there were thousands of collective agreements in force, honourably kept by both sides, but that this did not receive the prominence in headlines or in speeches that was accorded to industrial disputes.

General Manager's Report

The Canadian manufacturing industry had expansion and diversification as its twin objectives, said J. C. Whitelaw, Executive Vice-President and General Manager of the CMA, in his annual report. Closely related to these was the drive for increasing exports, and the proposed world-wide tariff reductions.

If the tariff reductions granted by other countries mainly concerned foodstuffs and industrial materials requiring little processing, and if increased exports of such items were followed or were counterbalanced by increased imports into Canada of manufactured goods, then the result would be increased unemployment, he said.

Reviewing the first complete twelve months of the devaluated and stabilized "new" dollar, he noted that the results on balance had been gratifying, in that import replacement had been assisted and that many of Canada's exports had benefited. Higher costs, however, had resulted from necessary imported parts or materials and machinery not available in Canada. The effects of devaluation could not yet be finally assessed, he noted.

The strength shown by exports of highly manufactured goods had been most encouraging, said Mr. Whitelaw. Last year, they had been more than half again as large as in 1960. He said great credit was due to the Canadian manufacturers whose initiative and drive had made this possible. He hoped that a suitable economic climate would enable them to "deliver the goods" at home and abroad, at competitive prices, in the future.

Speaking of the CMA's "Make, Buy and Sell Canadian" campaign, now in operation for more than five years, the General Manager said it was not an unwarranted conclusion to attribute to this program much of the improvement in the climate for industry that was evident in Canada today.

He pointed out that the program now had "powerful, influential" allies such as the federal and some provincial Governments.

Stressing the importance of research and development work in the future competitive ability and growth prospects of Canadian manufacturers, he pointed out that such activity was less in Canada than in other industrial nations, and that the Association had concerned itself with the means for improving this situation.

The federal Government, accepting the principle of a CMA recommendation, had passed legislation in 1962 that provided an income tax incentive based on increased research-development expenditure. He acknowledged that this and additional federal Government schemes should serve to good effect in their respective fields, but the Association had re-emphasized the need for other government action, including: the provision for more industry representatives on the National Research Council, a national stock-taking of research activity, and further contracting-out to industry of research and development work.

On unemployment insurance, he reported that the Association concurred in practically all the recommendations of the Report of the Committee of Inquiry (Gill Committee), provided that the recommendations were accepted and implemented on an over-all basis and not piecemeal.

The General Manager reported that the Association had gained 398 new members during the past fiscal year, and that membership now stood at 6,214.

Industrial Relations Conference

The Minister of Labour

"We face the need for training workers for new jobs. Our labour force must be equipped to cope with new and complex job techniques. They must be well enough equipped to allow them to move to new jobs during their working career, because in the future no worker will be sure of an uninterrupted career in a single job," said Hon. Allan J. MacEachen, Minister of Labour, in the opening address of the industrial relations conference.

He had just told the conference that the rapidly increasing pace of technological change called for extensive research and planning on the part of management, not only for the development of new products and new markets, "but also to answer the questions involved in the use, allocation and remuneration of present and future manpower."

In manpower planning, which is becoming a vital function of management, "particular attention will have to be given to the development of employment opportunities for workers who would otherwise face displacement caused by changes in production techniques." And manpower planning must be done in the full awareness that many established occupations are going to decline, existing job content is going to be modified, and entirely new occupations are going to be developed, Mr. MacEachen said. This was where we faced the need for training.

Many mature men and women already in the work force need retraining to handle changing jobs, others need training that will allow them to advance to entirely new occupations, and there are men and women whose basic education must be upgraded before they can be trained for these new jobs, the Minister added.

Referring to the recent expansion of facilities for technical and vocational training under federal-provincial agreements providing assistance from the federal Government, he stressed that the new courses must be closely tied to the ever-changing needs of our economy, and that the schools would need the active co-operation of management and the unions in developing new training programs. The help of these groups was also needed in carrying out training in a "realistic employment setting."

In manpower planning as in training, "labour-management consultation, with government assistance where it might be helpful, can play a useful and a vital part," Mr. MacEachen said. He believed that the most helpful kind of consultation was one that was carried on continuously, instead of being reserved for the periodic bargaining sessions involved in contract negotiations.

He mentioned a few examples of collective agreements negotiated recently that provided for employment income security, or contained plans to increase the mobility and adaptability of the work force, "which are consistent with the manpower adjustment program the Government will be introducing." The examples were the 1962 agreement between the Canadian railways and their non-operating employees to establish an industry-wide fund to cope with the effects of manpower adjustments that result from technological change (L.G., Oct. 1962, p. 1181); the agreement last year by more than 50 trucking companies in Ontario to meet with the union to find ways of re-allocating employees before subcontracting loads by piggyback or broker operations; and the master agreement signed by a major international manufacturer in 1962, covering employees in both the United States and Canada, which gave employees preferential hiring rights at other company plants, relocation allowances, and early pensions in the event of plant shutdowns.

Another agreement recently negotiated in Ontario, the Minister said, provided for payment by the company of straight-time wages for employees who attended training classes, up to a total of 216 hours over a two-year period.

Mr. MacEachen began by remarking that management and labour in the last few years have been changing their atttiudes toward one another. "The urgent problems presented by technological change provide the greatest motivation for today's self-appraisal by labour and management of their relations with each other," he said.

He pointed out that joint consultation in industry at the plant level was not a new idea in Canada, as labour-management committees of this kind had been promoted by the federal Department of Labour for many years.

That more joint consultation is today taking place at the higher levels of labour and management, in a spirit of sincerity and co-operation, was a most encouraging and promising development.

It seems evident that top management and top labour leaders are well aware of the need for this partnership approach to planning for the many readjustments that will face Canadian industry in the next few years. I would like to see the knowledge they have gained and the attitudes they are developing carried on down to the plant level and within the plant to the supervisor and the shop steward.

At the conclusion of his address he returned to this theme. "Labour and management are approaching a new maturity in their relations with each other. There is a trend toward a more continuous relationship, toward joint discussion of problems as they arise. Many subjects can be discussed more effectively in this way than they can in the tense atmosphere of a periodic bargaining session.

"This trend toward continuous consultation and co-operation will become more common and widespread. It holds the key to many of our industrial problems," the Minister said.

Dr. Murray G. Ross

"Fringe benefits are here; they are here to stay," said Dr. Murray G. Ross, President, York University, Toronto, speaking on "Fringe Benefits—The Pattern of Developments."

"Since 1945", he said, 'the total amount contributed by Canadian companies to pension and welfare plans, workmen's compensation and unemployment insurance funds has increased from $156 million a year to almost $600 million a year. Between 1953 and 1961, the cost of fringe benefits, as a percentage of payroll, has risen from 15 per cent to well over 25 per cent, or well over $1,200 per employee."

And the end was not yet in sight, he pointed out. One company, he understood, had recently undertaken to provide lifetime jobs for almost 400 employees, subject to certain conditions. "The guaranteed annual wage and the guaranteed lifetime job are probably not far from receiving widespread acceptance," he predicted.

He believed it possible to commend this trend and yet raise "serious questions about its consequences for the vitality and growth of our society. There can be no doubt that, for the majority of workers in the future, work will become less strenuous, more routine, and less time-consuming."

He quoted the British scientist, Arthur C. Clarke, who had said recently that the "Second Industrial Revolution" involved the mechanization not of energy but of thought, and that there were now no routine non-creative activities of the human mind that could not be carried out by suitably designed machines. He had asked: How would our descendants be educated for leisure, when the working week would have become only a few hours?

Man could not fulfil himself, said Dr. Ross, by routine work a few hours a week on a job from which he received "every possible assurance of physical security and comfort" as long as he lived. All men had untapped potentialities that must be developed if the individual and the society are to be vigorous and well, and these potentialities did not simply emerge—they required the individual to strive and struggle to develop them. He maintained further that "the changed nature of the work and the elaborate provisions for security rob the individual of the need to strive or to struggle in many areas of life—even for survival.

"The result may be not simply a fat, flabby society, but millions of frustrated, aimless, and unhappy individuals," Dr. Ross said.

The answer was not to be found in retreat from the advances made in social security, but in providing other challenges. How can we provide encouragement for individuals so that they will want to strive for worthwhile goals in a world that is affluent and almost fully automated? He suggested a few answers to his question.

1. Many of us should become more personally and directly involved in the development of our own country. In our form of democracy, there should be agreement on certain essential developments that have the

support of large numbers of citizens who want the nation to achieve these national goals.

2. Workers need to be more intimately related to the goals of the industries in which they work. The worker should be a part of the enterprise, he should be involved in the struggle for its development, he should be an active partner in striving for the industry's success. There may be much value in involving workers in some form of economic partnership. The fact that numerous large firms have introduced profit-sharing schemes suggests that the idea has merit. "Anything that can make the worker a partner in the very real struggle of the industry for survival and success would encourage his personal development and perhaps the development of the industry as well."

3. Many men may find themselves in the act of striving to secure an education, or proceeding with "continuing education." As the nature of work changes, education becomes increasingly important, both as a means of self-improvement for individual workers, and as a means of social development.

Dr. Ross concluded with the statement that fringe benefits were unquestionably a great blessing—but not an unmixed blessing, because, "when combined with the routine nature of modern work, they remove one of the great needs of life—the need to struggle to achieve desired goals. All of us must combine our efforts to provide new and compelling goals for our society."

E. Glyde Gregory

Speaking on "The Impact of Medicare," E. Glyde Gregory, President, Ayerst, McKenna & Harrison Limited, Montreal, pointed out the advantages of privately insured medical care plans, as he saw them, compared with compulsory government plans. "The public interest cannot be served by a monopolistic system, one system alone, be it private or public," he asserted.

The word "medicare" had several meanings, he pointed out. To the drug industry, it meant ultimate, complete government control over all medical services and complete subsidization of such services through increased taxation. To the members of the audience, medicare probably meant a system of voluntary health insurance. To the medical profession, the term implied the threat of government control over the individual practitioner. "To our moderate political parties, it forecasts a combination of voluntary or contributory medical insurance with increased indigent care," he added.

The importance to the health and economic security of Canadians of the voluntary health insurance system that has grown rapidly since the early Forties is beyond debate, Mr. Gregory asserted. "It has considerable advantages over any compulsory government plan.

"Voluntary health insurance, for example, which now covers about 10,000,000 Canadians, has demonstrated beyond debate its value and capacity to finance health care in this country. Basic medical care insurance can be made available to all Canadians, regardless of health, age, occupation or place of residence through a further extension of private enterprise health insurance coverage."

Mr. Gregory stated that if the Royal Commission on Health Services recommends a comprehensive medical and surgical care plan, providing all necessary medical, surgical, specialist and obstetrical services as well as diagnostic X-ray and psychiatric treatment, its cost would be upward of $385 million a year. This amount would raise total spending in the health field by all governments by 33 per cent to a grand total of $1,600 million a year, and if the existing hospital insurance schemes at $540 million annually were added, the sum would represent one-seventh of the entire federal budget.

In Canada, health and welfare expenses and social security paid by the federal and provincial Governments are over $3 billion a year. The total revenues from personal income tax, federal and provincial, are considerably less than this, approximately $2 billion. So that, in spite of one of the highest income tax structures in the world, we already have to find $900 million a year from taxes unrelated to ability to pay to provide our present level of health and welfare payments.

According to one authority, Canada was spending twice as much of the national income on health and welfare as the United States.

There are certain aspects of medical services in which tax-supported programs are necessary, he concluded, but a tax-supported comprehensive program, compulsory for all, is neither necessary nor desirable.

G. E. Gathercole

To most employers, a pension plan is an instrument of personnel policy, said G. E. Gathercole, First Vice-Chairman, The Hydro-Electric Power Commission of Ontario, and Co-Chairman, Province of Ontario Committee on Portable Pensions, speaking on the topic "Can Portable Pensions Broaden Our Horizons?"

It serves many purposes: as a device for recruiting and retaining staff; as a means of rewarding loyal employees, of applying a uniform retirement age, and of retiring employees with an income after long service, so that they do not become charges or a possible embarrassment.

But this concept is changing. More and more employers are adopting vesting privileges, affording the employee a legal right to a pension accumulation resulting from the employer's contributions. Nevertheless, if a survey were undertaken today, Mr. Gathercole estimated, it would show that two thirds of the employees covered by pension plans would have to forfeit the employer's contribution and interest on it if they left such employment before completing 15 years of service.

"Pensions that are not vested or that require long periods of service before they become vested inhibit the mobility of labour, reduce productivity and breed a host of injustices," he said. Among the defects of this policy were: a worker often continues in an occupation simply to avoid losing valuable pension rights, may refuse a higher responsibility with another organization rather than forfeit his pension rights, or may continue in an occupation that has lost its challenge and attraction to him, and his output suffers, as does his contribution to society. This policy, however, can be a valuable tool in holding skilled and experienced staff, and in reducing frivolous changes in jobs.

The lack of vesting cuts two ways, said Mr. Gathercole: first, workers may be kept on after their usefulness has vanished, in order to preserve their pension rights; a transfer to a more suitable job may be prevented. Second, the lack of portability in pensions has all too often resulted in the dismissal before retirement, with the loss of their pension benefits, of workers who would otherwise qualify for a pension.

"In our society with its rapid structural adjustments, many arising from the introduction of automated machinery, the lack of portability is frequently a source of grievous injustice," he said.

Some branches of industry are of such a nature that employees do not serve long enough with any employer to accumulate a wage-related pension benefit. Such workers cannot accumulate pension benefits during their lifetime, although their contribution to our economic growth and development may exceed that of workers in more stable lines of activity. "In so far as possible such workers should be placed in a position to accrue pension credits for the services they have rendered through their working years."

The employability of the older worker will be enhanced. Although the lack of an accrued pension is not the only obstacle that faces the older worker in finding new employment, "there is enough evidence to suggest that it is a factor, and that something should be done about it."

"The evidence is conclusive that the lack of pension credits accumulated from previous employers can be an important barrier to the older worker's obtaining a job with a company that has a pension plan," Mr. Gathercole said. No doubt the existence of a pension plan is cited as the reason for the rejection of an older worker's application more often than is actually the case, but the barrier is there and it is very real.

"That we should lose the productivity of these men and women, that we should discard them when they still have years of service to render, is such an offence against justice and the good management of our economy that we should not tolerate it for longer than is absolutely necessary."

The truth is that many firms with pension plans are reluctant to engage an older worker because they fear that without an accrued pension they would either feel obliged to continue his employment beyond what would be reasonable, or expose themselves to the embarrassment of retiring him without an adequate pension. The employer therefore prefers to avoid the problem by simply barring him from employment.

Portability in pensions will enable workers "to respond more co-operatively and more effectively to the demands that are made on them. It means that workers who now forfeit pension benefits will accumulate them instead. It means that more workers will have wage-related pensions at retirement.

"It will increase pension costs, but this is a price the economy can afford and must be prepared to pay."

The Ontario Portable Pension Plan was "designed to dovetail with the existing structures of pensions," Mr. Gathercole said. "In no way does it inhibit or circumscribe the extension of pension arrangements under private auspices."

The basic objects of the Ontario plan, he said, are:

1. To consolidate, extend and improve pensions and the portability of their benefits;

2. To enhance the security of the funds upon which such benefits depend;

3. To remove one of the impediments to the employment of the older worker. (For details of the Ontario pension plan, see "The Portable Pension Experiment," in the LABOUR GAZETTE for May, page 368).

At present, firms employing half of Ontario's work force have pension plans, but fewer than a quarter of these workers, it is estimated, will retire with a pension benefit other than the Government's basic pension. "The Ontario plan, by increasing vesting, will broaden this pension coverage. It will cause, by legislation and example, many additional employers to adopt pension plans and in this way widen the area of coverage," he said.

He also pointed out that the Ontario plan required no taxation and no subsidization by government. But it was not a cure-all, would not solve all the problems of the older worker, and would not produce immediate benefits. The burden imposed upon industry was quite manageable: for a company without a pension plan, the adoption of the standard benefits would cost about 2 per cent of payroll.

In conclusion Mr. Gathercole pointed out that while proceeding with improvements in our pension arrangements, we must have regard for their cost. A substantial downward adjustment in tariffs seems almost certain, and we must keep our costs competitive and our industrial operations profitable. Because of the control of our industries from beyond our borders, we must be able to convince United States management that it is just as profitable, indeed more profitable to make things for the North American market in Canada than in their own country. We must ensure that the pension and other welfare burdens that we impose on industry and on individuals are not more onerous than they are in the United States, lest we provide a compelling temptation to concentrate production in the American states and thus inhibit the full development of Canada as a North American producer.

He said he made no special plea for the Ontario Portable Pension Plan but hoped that a careful assessment of its virtues would be made.

Leo Teplow

History shows that employers and managers had varied widely in their understanding of the values of human relations in industry, said Leo Teplow, Assistant Vice-President, American Iron & Steel Institute, New York City, in his address on "Human Relations—a Growing Dimension." His address was the first at the second session of the Industrial Relations Conference; this session had the theme "A Progressive Approach to Labour Relations."

The twentieth century had brought with it not only a larger, more complex and more important business and industry, but had also seen aspirations for and expectations of a better life no longer limited to a relatively few. It had been shown that once man's physiological needs became satisfied, his social needs became more important as motivators of conduct and attitude, he said.

The use of authority alone in managing successful industrial organizations was becoming less reliable as we progressed away from the kind of economy in which every man thought that keeping a job was of utmost importance, he pointed out. Social progress has meant that every individual today had more choices: choices about where to work, how hard to work, how much of himself to put into his work. What an employee put into his job now depended upon the extent to which his interest, enthusiasm and desire to contribute were generated in his employment relationship.

Here Mr. Teplow recalled the well-known Hawthorne experiments conducted by Elton Mayo and his associates in the 1920's at Western Electric company. As a purely physical experiment, it was a failure: they never did find out what was the best level of lighting. But they discovered something far more important: production went up regardless of changes in the level of lighting because the factory girls knew that management at all levels was very much concerned about them and their well-being; they felt they had become important.

It was not only the sense of increasing importance that had contributed to higher production, he added. The girls had been given a sense of participation because they were consulted about their working conditions; their reactions and suggestions had been taken into account.

Elton Mayo had discovered still more. Exploring the importance of group versus individual response, he showed that the approval of associates could be much more important than the amount of financial return to the worker, and that authority had its limitations in achieving efficient production. He and his associates had thus disposed of the myth that the employee was a person who responded automatically to purely economic considerations.

Subsequent research in human relations found that a sense of participation contributed notably to increased production. But "various techniques of eliciting participation have led us down the wrong track." The technique itself had been seized upon as a panacea, he said, whereas it was actually the existence of a philosophy of employee participation that was responsible for the improvement.

As examples of techniques used he mentioned profit sharing, merit rating, job safety analysis with the employee's participation, multiple management, and sharing of cost saving. Each has its virtues; but the only generalization that stands up is that it is the sense of participation that, in the right environment, contributes most to enthusiastic employee performances.

Whenever the question of employee participation arose, two serious obstacles were presented, he said. One sometimes stated was that "you can't call a committee meeting every time a decision has to be made." The second was the fear of management that its right to make decisions might be lost and that its management function would be impaired.

As to the first obstacle, he said it was true a committee meeting could not be called every time, and if it were the only way by which employee participation could be obtained, then it could not be seriously recommended. There were other ways, he said, and they revolved around "an adequate and sincere program of communications," which would inform employees of what was happening and give them a chance to relay their reaction to management. Where employees can be consulted about some aspects of changes being planned, acceptance of the changes is likely to be facilitated.

In addition, the manner of supervision had much to do with the sense of participation—generally speaking, the employee should not be told in every detail how to do a job; if told what needed to be done and the reason why, leaving him some freedom to decide how to do it, much more efficient production is likely to result.

To deal with the second obstacle—the fear that the right to make decisions would be lost to management—Mr. Teplow pointed out that there was much that could be done, without endangering management functions, provided management was willing to give proper thought to the problem.

"In many respects it is quite possible that management functions can be protected better by undertaking carefully considered consultation with employees than by depending solely on a legalistic concept of employer authority."

The development of a philosophy of human relations has led some managements in wrong directions. Emphasis on human relations does not mean that the function of a company is to make people happy. The function of a company is to provide goods or services economically . . . Moreover, happiness is not the kind of thing one can find by pursuing it directly . . .

Concern about human relations in industry . . . should be directed at the goal of co-ordinating company objectives with individual needs and motivations so that the company objectives can be fulfilled by people who are motivated to do so voluntarily.

Much research into the entire field remained to be done, he stated, and one of the areas requiring most attention was the precise relationship between the foreman and the men he managed.

Further, all management—from the foreman to the president—should be considered when human relations in industry are discussed, "In many respects, the application of human relations concepts to management is even more important." Their motivation was of even greater importance to the success of the enterprise than that of the rank and file.

If human relations philosophy was valid in employer-employee relations, it should be equally applicable to management-union relations, he believed. As an example of such application he cited the Human Relations Committee set up jointly by eleven U.S. steel companies and the United Steelworkers of America. This body and its subcommittees had dealt with problems to be solved rather than with rights to be attacked or defended. It had managed to solve a number of serious problems, and appears to be one way in which human relations concepts could be extended to relations with unions.

Robert V. Hicks

"Arbitration—A New Field of Law" was the title of an address by Robert V. Hicks, Q.C., Labour Specialist, of Miller, Thomson, Hicks, Sedgewick, Lewis & Healy, Toronto.

" . . . I would suggest that the relatively infinitesimal time lost through work stoppages, less than one tenth of one per cent in 1962, has not impaired our economy—certainly not enough to warrant scrapping free collective bargaining in favour of arbitrary controls." This, he said, was his reply to advocates of "better ways" of settling labour disputes.

Mr. Hicks also believed that the right of appeal should be introduced when arbitration is employed in labour disputes.

In introducing his subject, he pointed out that, despite the topic given him, arbitration was not new, going back in history to about 5,000 B.C. It was quite new, however, in the labour relations field, where it had been employed for about 20 years, coming in with the advent of compulsory collective bargaining.

Arbitration provided relatively speedy and informal access to an impartial and qualified third party (customarily a member of the judiciary), and these characteristics

were admirably suited for settling management-labour contract interpretation disputes, he said.

He noted that the Province of Ontario was the first jurisdiction in North America to require, by law, resolution of this kind of labour dispute by arbitration. Since the law requires arbitration, many were urging that it should also provide minimum standards, especially with regard to the qualifications of arbitrators dealing with collective agreements. This was the general reason why management during 1961 in Ontario had opposed the enactment of Bill 72.

"This proposed legislation," he explained, "contemplated, in effect, establishment of a new system for licensing independent arbitrators. It appeared to have as an ulterior purpose, however, discontinuation of members of the provincial judiciary from labour arbitration."

As a result of opposition to the Bill, a committee had been appointed by the Ontario Attorney-General to investigate the arbitration process in the province, with Eric H. Silk, Q.C., Assistant Deputy Attorney General, as Chairman.

The committee had found that between 500 and 700 arbitration cases were heard annually in Ontario, but that only 54 persons had "chaired" such boards in 1960 and 1961. More than 75 per cent of grievance arbitrations were chaired by county court judges, as were practically all wage arbitrations under the special provisions of the Police Act of Ontario and the Fire Departments Act. "You can imagine the result," said Mr. Hicks, "if persons who chaired 75 per cent of all arbitrations were suddenly withdrawn from arbitration work."

He summarized the Silk Committee's main conclusions and recommendations:

—The judges perform a very valuable service, and with minor exceptions the parties have been satisfied with their qualifications.

—The withdrawal of judges from labour arbitration was neither feasible nor desirable.

—Major interests in the field of arbitration, representing management and labour, should be encouraged to assist in establishment of an Arbitration Service under the chairmanship of the Ontario Deputy Minister of Labour; its primary function would be to assist the parties by advising them of the names and availability of arbitrators.

—The Minister of Labour, when called upon to appoint a single arbitrator or a chairman of an arbitration board, should appoint a judge unless the parties agreed otherwise or unless the appointment of a non-judge was warranted by special circumstances.

The findings and recommendations of the Committee had been unanimous, he noted, which in itself should considerably influence the conduct of arbitration cases for some time to come.

In the early days of grievance arbitration, one of the most troublesome questions had concerned the power of arbitrators in awarding compensation or damages. Some arbitrators thought they lacked authority to grant compensation or award damages; "others more or less assumed they had the right to award compensation to employees without really advancing any grounds in law to support it, but shied away from management claims for restitution where illegal work stoppages occurred." The Supreme Court of Canada had finally upheld the power of an arbitration tribunal to award damages (L.G., Oct. 1962, p. 1184). This should not, however, be regarded as a new-found panacea for labour work stoppages, he warned, as many considerations were involved.

He deplored the absence of any right of appeal from the decisions of arbitrators, explaining that their decisions could be challenged in the courts only in cases where the arbitrators had exceeded or declined to exercise their jurisdiction, or had failed to follow the principles of natural justice. As a result of this lack of appeal, inconsistencies had crept into arbitration, which had been evidenced, for example, in decisions dealing with management's right to contract out service or maintenance work. Some arbitrators had ruled that management had that right unless the collective agreement qualifies it; others had ruled that management did not have the right unless expressly permitted under the terms of the collective agreement.

"In view of the substantive nature of arbitrators' powers, regularly dealing, as they do, with claims involving many thousands of dollars, as well as management and employee rights, in my view it is imperative that appropriate procedure for appeal should be established," Mr. Hicks said.

More recently, "public interest" disputes had attracted much attention, and it had been urged that all such disputes be resolved by arbitration. What constituted a "public interest dispute" was a problem in itself, and forced arbitration of such disputes could impose unfair labour costs upon an enterprise, while a competitor had access to free collective bargaining to determine his labour costs.

He then remarked that even assuming that any government would be evenhanded in its treatment of management and labour, the fundamental objection to government intervention remains: the difficulty of determining labour prices by legal machinery. And the recent strike of French coal miners indicated that an essential industry "will not necessarily be protected against work stoppages merely by making a strike illegal."

He also thought that, in making their decisions, arbiters might "lean on the crutch of compromise rather than attempt to apply the nebulous yardstick of merit."

Increasing government intervention in labour-management affairs might also lead to governmental price control, Mr. Hicks said. "It is virtually axiomatic that arbitrary determination of labour's share in the economic pie is but a short step from arbitrary determination of the entrepreneur's share."

If the success of arbitration of grievances arising under collective agreements can be measured in terms of its acceptance by employers and unions alike, and by the degree of stability it has brought to collective agreements, "arbitration has more than proved its worth," Mr. Hicks concluded.

Geo. E. Gullen

Geo. E. Gullen, Jr., Vice-President—Industrial Relations, American Motors Corporation, Detroit, Mich., spoke in place of Edward L. Cushman, Vice-President of the company, who was unable to be present. Mr. Gullen spoke on the topic, "Are Current Collective Bargaining Practices Obsolete?"

The statement often heard today that collective bargaining was on trial constituted a cliché; collective bargaining had always been on trial, said Mr. Gullen. It had also contributed considerably to our industrial society in the past 25 years, he added.

The public's attitude toward strikes and government intervention in disputes had been demonstrated by a survey undertaken in the United States after the 1959 steel strike. The survey had shown that 85 to 90 per cent of the general public favoured government intervention, and even the prevention of strikes.

It was the public's attitude toward labour-management relations that placed collective bargaining on trial, Mr. Gullen said.

World marketing developments such as the emergence of the European Common Market would affect collective bargaining in the future, he pointed out. This and additional considerations, including the old problems of international economic competition, might lead to third-party settlement—arbitration. He described the present approach to the resolution of industrial disputes as a "shot-gun wedding" approach.

Unions were here to stay, and it was essential to make collective bargaining really work, he asserted. He said both employers and unions should examine their practices—in the light of today's conditions—or government intervention would follow.

In labour-management relations, it was important that, when consultation took place at an early stage, it should not be confused with negotiation, he advised. A sincere approach was required on the part of both sides in such talks, if they were to lead to understanding and to successful negotiations later.

Panel Discussion

The session ended with a panel discussion of which the moderator was D. A. Page, Director of Personnel, The Goodyear Tire & Rubber Co. of Canada, Limited. The panel comprised two of the speakers at the session, Messrs. Hicks and Gullen, and Morris C. Hay, Q.C., a member of the Ontario Labour Relations Board; W. A. Campbell, Q.C., President, The Wallace Barnes Co. Limited, Hamilton, Ont.; E. R. O'Kelly, Vice-President and General Manager, Automatic Electric (Canada) Limited, Brockville, Ont.; and W. L. Monck, Industrial Relations Officer, Dominion Steel and Coal Corporation, Limited, Trenton, N.S.

In reply to a question, Mr. Gullen said his corporation believed that the strike had an important part in collective bargaining; the problem was to educate the public in this connection. Mr. Teplow thought that the right to strike had been used too frequently and too carelessly; formerly, strikes were used to draw attention to unsettled grievances. He implied that the situation was different now, as machinery existed or should exist for the discussion of grievances, leading to their settlement.

One panelist thought that intolerance of strikes on behalf of the public was a good thing—it placed the onus on labour and management to come to agreement.

Another opinion was that collective bargaining without regard to the economic facts of life could lead to unemployment—some firms had lost their competitive position and had gone bankrupt through "unwise" collective bargaining, throwing many employees out of work.

Amplifying some of his statements on human relations, Mr. Teplow stated that "antagonistic co-operation" did not help management to do its job. If management better understood the problems that unions faced, or knew them as well as its own difficulties, it would help solve the problems of the whole enterprise.

Plenary Conference on Economic Growth

W. Earle McLaughlin

The first speaker at the plenary conference on economic growth, which had "Environment for Growth" as its central theme, was W. Earle McLaughlin, Chairman and President, The Royal Bank of Canada, Montreal.

In his speech, "Plan or No Plan, or Un-Plan?—Some Reflections on the Ground Rules," he expressed reservations about economic planning or "indicative" planning by government: "I would say that if everyone didn't plan, there would be a strong case for national planning; that, in fact, the better the plans of individuals and private organizations, the less the need for planning on a national scale.

"Government, or its planning agency," he asserted, "should plan only to the extent necessary to make private planning effective. This is perhaps a reasonably good definition of the proper limits of indicative planning."

He began by describing what economic planning is generally agreed to be:

> It seems at least to be generally agreed that the new economic planning will involve a minimum of interference with private decision-making in the economy: that planning will not include price and wage controls, import quotas, consumer rationing or government allocation of labour, materials, or capital. Instead the planning agency will apparently confine itself to so-called "indicative planning"; that is, to the setting up of certain goals or targets expressed in terms of Gross National Product, Capital Expenditure, Income per Head, and the like. This will presumably lead in turn to an outline of what the planners hope the economy can achieve over the planning period and to some kind of inspirational literature for the use of government departments, businessmen and trade unions and these would then be expected to convert the program into action: all this of course with no interference with private decision making in the market for goods, services, and securities or other forms of debt.

He wondered if such a procedure could be called planning at all. "At best it could become the means to the improvement of markets through research and the dissemination of information." But if this was what was meant by planning, there was a temptation to say: let's have lots of it. Even so, there would be dangers, he asserted.

First, concentration on "the abstract totals in the national accounts" as goals "may lead to a failure to identify our real problems and hence to delay or outright failure in finding solutions to those problems." These totals are not necessarily accurate measures of growth, and are even less accurate measures of economic welfare; they are important but imperfect historical data; they must necessarily exclude items of immense importance which simply cannot be summed: the quality of the labour and capital used in production and certainly the quality of the goods and services produced.

Some thorny problems can not be expressed in these abstract statistical terms: "pockets of poverty in the midst of plenty may be increasing at the very time" that the abstract totals are showing an encouraging increase.

Second, under such indicative planning, the government planners could do little to bring about the planned-for results, Mr. McLaughlin contended, and may therefore be tempted to interfere with private decision-making. Success would still be dependent "on the performance of many individual units in the free market."

Any planning, private or public, must have "policy devices" that it can control to make the planning effective. As an example, he said, businessmen had complete control of advertising expenditure—a policy device—but could often exercise little control over the sales—the target—that the advertising was designed to reach.

A national planning board would be in an even worse situation. The planning board would have "an excellent policy device" in the Bank of Canada's control of the money supply, but it would have a conflict at the same time, "in that complete control here may, and eventually must, mean lack of control over interest and exchange rates, should control over either or both of these seem desirable . . .

"Excluding the manipulation of tariffs (which is presumably ruled out), I see no other important policy devices available to the planners, if the free market and private decision-making within that market are not to be curtailed," he added.

> It has at times been suggested that economic planning might speed the way toward "rationalization of industry"; that is, toward the elimination of small, and presumably uneconomic, units to achieve reduced costs through the time-honoured "economies of large-scale production." This may be hard to reconcile with purely indicative planning; but the real danger is that planned "rationalization of industry" may prove to be only a polite phrase meaning the reduction of competition—in this case with the connivance of a central planning board . . . Economic planning designed to reduce the area of competition and private decision-making in the market is not, I submit, the road to healthy economic growth.

"Nevertheless, the understandable frustration of indicative planners with extremely limited power to translate their plans into action may well result, in this and many

other ways, in a gradual shift of emphasis from indicative planning to positive intervention in the market," Mr. McLaughlin said.

As an example of how "planning once begun tends to feed on itself," he cited the International Monetary Fund, a "device to bring order out of chaos in international payments" that, however, lacks "mechanism to provide smooth and continuous balance of payments adjustment." The gold standard provided such a mechanism but required flexible price and wage levels, "both of which have been precluded by concentration on full employment as an end of fiscal and monetary policy." Controls become the only alternative.

> The extension of national planning still further complicates balance of payments adjustment and forces the Fund to extend its own form of planning. All the better-known international plans to meet these complications . . . do nothing to replace the missing mechanism of adjustment, and merely enlarge the Fund so that the real issue can be avoided, at least for a while longer. This may be expected to put further pressure on IMF members to extend their national plans, further pressure on the present dis-equilibrium system of international payments, further enlargement of the Fund, and so on—in a vicious circle.

Some may argue, he went on, that we simply have to take these risks, and their arguments usually reduce to one: "everybody's doing it." They say "European nations plan; Europe is prosperous; therefore if we plan we too shall be prosperous." But, Mr. McLaughlin pointed out, Germany is prosperous but has a minimum of planning; France is prosperous and has a good deal of centralized planning. Indeed, Europe's economy seems now to be slowing down. "But planning remains. Do we then attribute the slowdown to European planning?"

Discussions of planning seem to emphasize long-run problems and objectives. But planners, in considering long-run prospects, might find that "a variety of unsolved short-run problems have reduced their planning to an academic exercise." The prime problem, he asserted, might not be long-run growth, but short-run unemployment, over-capacity, and general slack in the economy. "Solving the short-run problem may be prerequisite for any worthwhile long-range plans for economic growth."

Indicative planning, operating through a free market, should provide for the most efficient allocation of labour, capital and enterprise. He added:

> For example, a high level of unemployment is a gross misallocation of human resources. It may be attacked on a broad front through monetary and fiscal policy, and this will be necessary where unemployment is the reflection of general slack in the system. But it may also be attacked by increasing the mobility and quality of labour through training in the skills and most clearly in demand in a growing economy . . .
>
> As long as there is slack in the economy, to train workers for skilled jobs is to train them for jobs that do not exist. But, even if there is no slack in the economy, to condone a large and growing number of unskilled workers, or of workers skilled in obsolete techniques, is to accept a correspondingly large and growing volume of "hard-core" unemployment which even the best monetary and fiscal policies are powerless to cure.

To assure the best allocation of the nation's resources in labour, capital and enterprise, and to improve the market and market mechanisms through which such allocation would be carried out, he suggested that the planning agency, if we must have one, should undertake the following action, among other steps:

1. A re-examination of our international economic arrangements, especially our exchange-rate policy.

2. A definition of Canada's role in the new world of trading blocs.

3. An overhaul of our monetary and fiscal machine designed not only to improve the tools but to increase the resources in research and analysis that must underlie right policy.

"It may well turn out that, with these basic tasks accomplished, the aggregates which have elsewhere been elevated into comprehensive goals of policy will in fact take care of themselves. In that case, the emphasis in indicative planning would be directed away from its present pre-occupation with abstract long-range goals and concentrate on removing rigidities in the market and on improving the quality, and not merely the quantity, of our productive factors and of the goods and services which they produce," Mr. McLaughlin concluded.

Claude Jodoin

"Experience has clearly shown that the best labour-management relations exist where both sides to the agreement are strong and hold strong positions but at the same time have respect and understanding for each other, said Claude Jodoin, President of the Canadian Labour Congress, in an address titled "Partners in Progress,"

In his speech, Mr. Jodoin made the following points, among others:

—Organized labour has made a great contribution to the advances of the past, some of which came through "vigorous and militant action by trade unionists."

—Organized labour is not too much impressed "by some of the objections that are made today when we suggest further advances."

—Society faces the challenge of accepting and adapting the new forces of today, forces that enable us to carry out many of the tasks that previously required great physical or mental effort "by the mere pushing of buttons."

—Scientific and technical advances take on real meaning only when they are translated into human benefits.

—Trade unionists recognize the value of these tremendous advances. There is no tendency toward the machine-smashing of the early textile industry; "but trade unionists are determined to see that the benefits of these advances shall be shared by all—and we will be militant to this end."

—Much social progress has been made in recent years, "but at the same time, we are deeply sensitive to the shortages which still exist."

He then touched upon a matter of "even more direct concern" to labour and management people—the attitude of unions in collective bargaining.

Attitudes and practices in this field left much to be desired, and it was for this reason that the Canadian Labour Congress had been pressing for more consultation, for the development of greater understanding, and for study of methods used elsewhere. He commended the sending of a fact-finding mission to Europe, as carried out by the National Productivity Council (L.G., Nov. 1962, p. 1261), and said the CLC was pleased with some of the major findings of that mission, and that it would be foolish to ignore the experience that had been accumulated in other countries.

Unrealistic attitudes were sometimes taken by both sides during negotiations, Mr. Jodoin remarked.

In Canada today, a very large number of workers feared management and there were management people who in turn feared unions. This was a poor basis on which to build the partnership in which the Association had expressed an interest, and the first objective therefore should be to eliminate, or at least to reduce that fear, said the CLC President.

He repeated he did not suggest that management abandon matters it regarded as principle, and he was not offering his own influence "to have labour abandon positions which we regard as being of principle." What he was suggesting, he emphasized, was that labour was anxious to explain to management why it believed that these positions were matters of principle, and in return, labour must invite management's views on the matters of deep concern to itself.

"If this sort of exchange can take place—honestly and frankly—then I think we will have made a start toward the kind of partnership which will pay dividends to every Canadian," he concluded.

Hon. Robert Winters

Because Canada, despite vast resources, is not self-sufficient as a nation, and to make the most of those resources, it must assure appropriate levels of production to permit the export of surpluses to earn money to pay for essential imports, said Hon. Robert Winters, President, The Rio Tinto Mining Company of Canada Limited, in an address on "Profits and Economic Growth."

"An important problem, therefore, is to regulate production so as to provide the goods and services we need at home and to enable us to be competitive in markets abroad. The extent to which Canada succeeds in this will depend very largely upon the type and degree of incentives that will be required to induce Canadians to become pre-eminent among the producing nations of the world; and in the field of private enterprise the common denominator of all incentives for commerce and industry is profit," he added.

Although the word profit perhaps connoted different things to different people, it was an essential ingredient in our formula for economic growth.

There had been much talk in Canada about decentralizing industry, which is chiefly located in Quebec, Ontario and British Columbia, to give other provinces more of its benefits. Although industry preferred to locate near the market it served, it could be induced to operate anywhere in the country "given the incentive of commensurate profits."

One of the essential ingredients of a healthy economy, said Mr. Winters, is research. "Research is the instrument through which ideas are generated and translated into expanding production, growing facilities, and more jobs." And a company can make expenditures on research only if it can afford to do so out of profits.

It had always been his view, he said, that the role of government in a private-enterprise society was to create a favourable climate for industry and commerce without undue interference, so that industry retains sufficient funds to expand and provide a high level of employment.

To maintain profits while facing increasingly intense competition, "industry must be prepared to meet the challenge through increased productivity," said Mr. Winters. He was encouraged to see "the extent to which the Productivity Council gained acceptance on all sides and by all segments of our economy."

Increasing productivity was not always easy, he pointed out. "Neither management nor labour working separately can expect to get the required results. What is required is a leadership on the part of both management and organized labour that is convinced of the necessity of increased productivity and is willing to work in co-operation to that end.

The question still remained of how to dispose of the larger surpluses in the face of fiercer competition than we have ever experienced. Part of the answer at least was to be found in salesmanship, he stated.

Selling either at home or abroad is not easy unless the economic climate is favourable. Sales programs cannot succeed, for example, against quotas and embargoes, nor can our goods hurdle insurmountable tariff barriers. These are the fields in which the proper conditions for selling can be established only by governments working together to lower impediments to trade between their respective countries, thereby expanding markets.

Expanding markets alone were not the answer, he pointed out. Our goods must be priced competitively, and they must feature quality. Trade was done increasingly on its merits—and the dominating merits would be quality and price.

Management and labour had jointly demonstrated their ability and determination to compete. Given the opportunity to earn a reasonable return on capital invested, Canadian industry was willing to contribute fully to the advancement of the economy.

Both business and labour follow incentives: labour responds to the incentive of higher wages and ancillary benefits, management had to see the possibility of a profit. Profits in themselves, however, could not be regarded as a panacea, and there could be no condoning the tactics that attracted so much justifiable criticism some years ago against people and companies who extracted exorbitant profits at the expense of the consumers.

"But to the extent that profits provide incentive which is not otherwise available to business to sustain itself and expand, with increased employment opportunities and benefits to the whole nation, they are a necessary part of our form of free-enterprise society and an essential factor in our future economic growth," Mr. Winters concluded.

Prof. Wassily Leontief

"Planning is the organized application of systematic reasoning to the solution of specific practical problems. An alternative to planning is the trial and error method . . . Far from being incompatible or mutually exclusive, the automatic mechanism of free competition and the principle of deliberate action guided by rational decision both play their different but equally important parts in the operation of our economic system . . .

"The issue that confronts us today is not that of a choice between unrestricted competition and all-pervasive planning, but rather of an effective combination of the two," said Wassily Leontief, Professor of Economics, Harvard University, discussing economic planning under the title "The Anatomy of Planning."

The trial and error method could be considered successful whenever over a reasonably long run of trials, the combined gains exceeded by a healthy margin the total losses, he said, but asked why it would not be better still to eliminate, or at least reduce, the losses while keeping all the gains.

He drew attention to the fact that the bigger the amount of capital to be invested, the greater must naturally be the incentive to plan before one acts. This was the reason why private enterprise, taking into account the growth of the economy, and the greater complexity and widening scope of modern technology, tended to rely less and less on the trial and error procedure and more and more on "carefully conceived and meticulously elaborated planning."

Here and in Europe, internal corporate planning is displacing trial and error procedures "as fast as mechanical conveyors were replacing manual material handling thirty years ago."

How does this system operate? How does it solve its problems? It solves them, as I have said before, by a trial and error method. A competitive economy can be viewed as a gigantic natural computing machine which tirelessly grinds out solutions of an unending stream of quantitative problems automatically fed into it. It allocates labour, capital and natural resources among all the different branches of production. It determines automatically which industry should expand and which contract its output, which corporation should invest and which go out of business.

As any other trial and error process, the competitive mechanism brings about a proper adjustment between demand and supply by way of successive approximations. As in target shooting, the bull's eye is supposed to be hit after a series of gradually diminishing misses, each one of which improves the aim. Under the fast changing conditions of the modern world, the target at which a modern business is shooting behaves, however, more often like a flying pigeon, or rather a bat chasing moths at sunset, than like a sitting duck.

Corporations were spending large sums on sales forecasts, but as it is conceived and organized at the present time, such market research cannot even come to grips with its real task. "Simultaneously, but separately from each other, big, small and medium sized businessmen in all sectors of the national economy are engaged in this frustrating and costly guessing game."

One method of mitigating the risk, said Prof. Leontief, was insurance. "In the case of the general kind of uncertainty described above, the government with its potential ability to create demand—that is, to print money—is the obvious underwriter. While insurance of this kind is helpful, under certain conditions even indispensable, in the long run its economic and social costs might prove to be quite high."

The other solution to the problem is the elimination of the risk itself. "Co-ordinated market research designed to get consistent sales forecasts and combined with short and long run output projections for all branches of manufacturing, mining, transportation and all the service industries is the only means by which the traffic between the different sectors of a growing economy can be adjusted to the requirements of the new technology and of modern enterprise."

This would be a very large undertaking, but was not at all impossible. The concept had already been applied successfully in certain Western European countries and Britain was about to follow suit.

In the United States, the trial and error method had been so successful for such a long time, he said, that it had become an article of faith. The slow-down in the economy during the past decade, however, had raised many questions; the present budgetary fiscal policies—the "insurance approach"—had become prominent, but at the same time, large-scale statistical work was being done.

In Canada, most of the statistical information required for such systematic projection effort was available through the work of the Dominion Bureau of Statistics, he pointed out. He then described the construction of an input-output table.

The staff engaged in the task would have to maintain constant contact with knowledgeable groups in all the different sectors of the economy, otherwise the entire operation would be little more than large-scale academic exercise, he said. This could provide a solid factual basis for informed and detailed consideration of many practical issues of national economic policies. Technical change and its effect on productivity and unemployment, and many other aspects of economic growth, can be understood much better if presented within a unifying framework of a detailed and comprehensive economic projection.

Another advantage of such an inter-industry analysis would be the discovery and true assessment of weak spots on an objective basis. "By its very nature the comprehensive type of inter-industrial analysis just described is bound to bring out into full relief the less as well as the more obvious parts of the entire picture without retouching any blemishes which it might contain," Prof. Leontief said. As an example, he pointed to the reduced utilization of railroads and unemployment among railroad employees that might result from road-building subsidies designed to encourage employment in the construction industry.

"The controversies and conflicts on questions of economic policies must and will of course go on. Nothing could be more futile and self-defeating than to pretend that factual analysis can supersede the traditional process of political decisions on economic matters any more than in any other field. It can, however, smooth the path of progress and thus increase the rate and reduce the costs of economic growth," he concluded.

LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance		Labour Shortage	
	1		2		3		4	
	June 1963	June 1962	June 1963	June 1962	June 1963	June 1962	June 1963	June 1962
Metropolitan	1	.....	8	7	3	5	.....	.....
Major Industrial	2	1	19	21	5	4	.....	.....
Major Agricultural	.....	.....	3	5	11	9	.....	.....
Minor	.....	1	28	25	30	32	.....	.....
Total	3	2	58	58	49	50	.....	.....

Laval University's 18th Annual Industrial Relations Conference

With "Socialization and Industrial Relations" as conference theme, speakers deal with revaluation of labour relations in an economy in which the State is playing an increasingly important part. Close to 400 persons in attendance

(*Translation*)

"Socialization and industrial relations" was the theme of Laval University's 18th annual industrial relations conference, held in Quebec City on April 22 and 23. The conference dealt with the revaluation of labour relations in an economy in which the State plays an increasingly important part.

Sponsored by the Industrial Relations Department of Laval University, headed by Rev. Gérard Dion, the convention brought together close to 400 persons representing management, union and employer organizations, officials interested in labour relations and university professors and researchers in industrial relations. Eight speakers, whose addresses are reported below, were heard at the two-day convention.

In the absence of the Rector of the University, Louis-Philippe Bonneau, Vice-Rector, delivered a brief opening address. Paul Normandeau, the dinner speaker, spoke on "Planning, Private Enterprise and Free Trade Unionism."

Rev. Gérard Dion

Rev. Gérard Dion, Head of the Industrial Relations Department of Laval University, explained what should be the convention's interpretation of the term "socialization" by quoting the definition given by His Holiness Pope John XXIII: "these over-all interdependencies, increasing with every day, that have brought about in human life and activity many kinds of social bonds."

He added that "socialization must not be taken for state control or public ownership of the means of production, even though state control or nationalization may, in some cases and in special circumstances, become a normal and essential form of socialization."

The features of socialization, he said, were:

—It is a fact and not a doctrine; a dynamic impulse, not a static fact.

—It is not a new fact, its progress being parallel to that of civilization.

—It is the result of human activity and accord.

—It leads to proliferation of social bonds and of groups in order to meet the fundamental needs of mankind, together with a diversification of specialized institutions.

Again quoting from Pope John XXIII's encyclical letter *Mater et Magistra,* Father Dion pointed out that "socialization is in no way due to the blind impulse of the forces of nature but, on the contrary, it is man's achievement as a free human being."

After stating that there are many kinds of socialism, from democratic socialism or labourism to marxist socialism, Father Dion pointed out that socialization can be a safeguard against materialistic and totalitarian socialism.

Dealing with the advantages and disadvantages of socialization, he said that, particularly in the economic and social fields, socialization has made possible the fulfilment of a great number of human rights. On the other hand, it expands bureaucratic machinery beyond measure; it makes the judicial control of human relations in every sector of community life more and more scrupulously thorough; and its methods may result in "dehumanization."

He added that the multiplicity of affiliation frees man from the ascendancy of a single group. "The multiplicity of groups makes for balance of power."

In order to provide against the drawbacks of socialization, which makes state intervention more essential, Father Dion suggested a conscious, active and responsible participation of the individual in the life and operation of the groups.

There is no doubt that we are engaged in a non-reversing movement of socialization which calls for some planning We can either meet this socialization by remaining blind and passive to it or by being conscious of it and taking an active part in it. We have no choice in regard to the movement itself. All we can do is to determine the objectives, choose the means and find the enforcement media . . . we must plan some institutional co-operation between all the agencies of the economy.

It is this planned co-operation between the production media which makes possible and promotes the participation of all those interested in the settlement of their own affairs, together with the co-operation of the government for the establishment of national and

international economic policies in the light of the common good, that we call democratic planning of the economy.

Raymond Guérin

Raymond Guérin, Secretary of employers organizations, said that the small and middle-sized undertakings should agree to get together in similar units to meet the challenge of economic and social change.

Mr. Guérin said that, "if in the face of an increasingly socialized community, the survival of small and middle-sized businesses is not considered, their present structure will not make it possible for them to hold such a position as would enable them to ensure normal living conditions to their members, unless a considerable adjustment effort is made."

The speaker suggested that these undertakings participate in the direction of the economy, and integrate themselves within the framework of economic planning.

As for big business, Mr. Guérin suggested that it will have to ensure the sharing of responsibilities and place itself increasingly in the service of the common good.

Louis-Marie Tremblay

Louis-Marie Tremblay, professor at the University of Montreal Industrial Relations Centre, analyzed the situation of the labour movement in a context of socialization.

In view of socialization, which implies increasing state intervention, Mr. Tremblay said the labour movement may adopt a negative attitude and revert to the kind of union activity befitting a system of economic liberalism, or it can let itself be absorbed by the State and become, like Soviet trade unionism, a framework for the working masses.

He believed, however, that "the most logical choice is that of democratic integration in which trade unionism retains its traditional functions, carrying out the ideological and structural adjustments necessary to meet the needs of new developments efficiently. While preserving its independence, it then fulfills, with regard to the political authorities, the double function of participation and control. On the other hand, collective bargaining remains in economic matters, its prime responsibility."

Mr. Tremblay foresaw that, with advanced socialization, collective bargaining will be carried out on the industrial or multi-industrial level, and that the collective agreement will become in some way a kind of self-government for industry.

The behaviour of trade unionism will have to be conceived from a community rather than from a micro-economic point of view. Moreover, the various union movements will have to develop certain forms of co-operation in order to achieve a minimum of common attitudes as a prerequisite to joint action in a socialized context.

According to Prof. Tremblay, trade unionism will be altered as follows:

> Its structures will be consolidated. Power will be centralized at the top. There will not be as many trade unions but they will be bigger and more inclusive. They will be centred on a technological production process rather than on a trade or a product. The part played by local unions will be changed. They will retain little power to decide. They will serve as information and operating agencies, as communication channels and as control instruments.

Mr. Tremblay added that strikes will have a new meaning and that new procedures for the settlement of disputes will have to be found. He said that "research establishments will have to be organized and research specialists will have to be incorporated into the labour movement so that trade unionism may meet adequately the complex and extensive problems that will arise."

In conclusion, the speaker said that if trade unionism intends to continue to play a major part and not allow itself to be supplanted by the State, it must accept the phenomenon of socialization and prepare itself accordingly.

Jean-Réal Cardin

"We will have to find a new definition for the 'common good' and supplement the idea of freedom with that of responsibility toward the whole community," said Jean-Réal Cardin of the Industrial Relations Department, Laval University.

Until now, he said, the State has not wanted to adopt a truly coherent and positive labour policy. Its interventions have only been negative and fragmentary in order to restore some order where the legislator feared for the worst.

He added that in a socialized context, however, the part of the State is extended accordingly and it can no longer restrict its action to the regulation of disputes between two "private contracting parties."

In Mr. Cardin's opinion, "the State, under such circumstances, must abandon its policy of non-intervention and no longer be satisfied with establishing the rules of the game. It must join in the game and be present, at least implicitly, at the bargaining table. In other words, decision in regard to industrial relations must be centred on the imperatives of national economy as defined and indicated to the parties by the State."

However, a greater and more positive intervention by the State must not mean the advent of an omnipresent State control, but rather agreement with the fundamental values of democracy reshaped according to the requirements of a State of greater socialization.

The speaker wondered how the public authorities can achieve this agreement. In his opinion, "it can only be done by formulating a coherent, flexible, predetermined and over-all labour policy worked out jointly with the organizations concerned."

S. J. Frankel

Speaking on the problem of the State as an employer, Prof. S. J. Frankel, of the Economics and Political Science Department of McGill University, maintained that some system of collective bargaining is possible between the State as an employer and civil servants' organizations. He made it clear that civil servants seem to prefer a system of compulsory arbitration to the strike.

According to the speaker, salaries are the main subject matter of bargaining and he said that he was in favour of a system that would judge the merits of the civil servants' money claims in the light of the salaries prevailing in the private sector rather than according to a standard said to be satisfactory to attract and retain in the Civil Service persons having the required qualifications.

As to who should represent the Government for bargaining purposes, Mr. Frankel said he was in favour of a Minister of the Crown rather than the Civil Service Commission and he recalled that, in England, the Government is represented by subordinates of the Chancellor of the Exchequer.

The speaker wanted to make it clear that any system of statutory arbitration in the Civil Service should recognize the prerogatives of the Crown and thus the State could refuse to submit to arbitration on certain points.

Paul Desrochers

Paul Desrochers, a school trustee, spoke on collective bargaining in the private sectors subsidized by the State, particularly the school sector.

Mr. Desrochers said there did not seem to be any limit to the demands of the teachers' unions, who ask for salary increases as soon as grants are paid by the Government.

Besides, the speaker said, school boards seem to misunderstand the principle of their autonomy in refusing to co-operate with each other when bargaining with their employees.

Jacques Archambault

Jacques Archambault, technical adviser to the Confederation of National Trade Unions, spoke on collective bargaining in the hospital sector and came to the conclusion that we would have to resort to "a breaking into specifics of the labour law" to cover this field.

Mr. Archambault said that "the proliferation of arbitrations in the hospital sector seems to have weakened and atrophied the sense of responsibility of the parties. The State participates psychologically and morally in the bargaining activities but is physically excluded. Moreover, when the parties refer their disputes to an arbitration board, the provincial Government becomes the judge and a party to the arbitration at the same time."

To Mr. Archambault, there is a clash of two ideas: one stressing a purely static regulation based on a judicial-legal philosophy of labour relations; the other stressing a dynamic solution taking into account natural evolution and a highly integrated socialization process.

Under the judicial-legal conception, we must first determine what is meant by "public sector" and "private sector" and, especially, redefine the notion of public order.

> We will then have to reform the present process of collective bargaining by readmitting the Government to the bargaining table . . . After having adopted as a basis for discussion the principle of separate executive, legislative and judicial powers, we will have to find a judicial formula under which the three parties concerned—State, hospital and wage-earners—may submit their disputes for settlement to an autonomous, independent, efficient, competent and respected judicial or quasi-judicial body.

The second idea, the sociological and evolutionist conception, is based on maximum and voluntary participation of all the parties concerned in drawing up labour regulations, without the intervention of a third party.

> Collective bargaining is then begun and carried on according to the normal process: negotiations, direct negotiations, conciliation, conciliation board, and strike action. In this perspective, the parties bargain but do not lose sight of the inescapable fact that they are operating within a public service to sick and hospitalized people.
>
> The law recognizes the right to strike, inalienable and imperscriptible, but that the exercise of this right and its methods of application are discussed and negotiated between the three parties. If there is no agreement on a method, each party assumes its responsibilities and finally the matter is referred to the tribunal of public opinion.

The speaker said, however, that the legislator may, as a last resort, provide an exceptional emergency measure.

Paul Normandeau

Paul Normandeau, Director of the industrial projects division of the General Investment Corporation, who was the guest speaker at the closing dinner, recommended a very close co-operation between labour and management in order to pave the way to economic planning.

Mr. Normandeau asserted that the transition from a competitive to a co-operative attitude is the essential requirement to the planning of the Canadian economy.

The speaker advocated a system in which government and management representatives would meet systematically to exchange information, compare forecasts and together make decisions or submit views to Governments.

Mr. Normandeau did not minimize the obstacles which bar the way, obstacles resulting from attitudes and structures.

On the one hand, employers and workers are still very much indifferent to the idea of co-operation. Unions cling to rather obsolete theories; employers suffer from a training centered on disputes and wholly oblivious of this possibility of agreement. On the other hand, our structures, those of business as of unions, our structures which concern industrial relations are also centered on the contingency of disputes because their main characteristic is to exercise the most efficient pressure on negotiations.

In order to achieve better co-operation, Mr. Normandeau recommended three remedies:

—Ensure sufficient concentration of minds and purposes.

—Proceed with the work begun and show, while making progress, that it is possible to plan the economy.

—Act not only from the bottom and on the spot, but also from the top.

Mr. Normandeau added that "if we all agree on ideas rather close to each other, this will enable the public authorities to obtain for us the status of public right essential to the efficiency of the system.

At the outset of his address, Mr. Normandeau defined the purpose of planning as follows: "The pursuit of an ever-increasing rate of high production, employment and income being achieved within an economic-social system in which the fundamental individual freedoms are respected."

He also stressed the need to set very clear goals, to determine the choice of the instruments and above all to decide who will do the planning.

Mr. Normandeau quoted on this subject a French-Canadian economist, Jacques Parizeau, to the effect that if the federal Government must plan the Canadian economy, "it would then be better to let it keep corporation taxes and give the Provinces a greater share of the personal income tax."

If, on the other hand, precedence should be given to regional planning, "the Provinces should then take back all the rights to corporation taxes and withdraw, if necessary, from the field of personal income tax and succession duties."

Mr. Normandeau also spoke on the attitude of employers concerning economic planning and showed that the reaction of the free enterpriser is changing considerably.

He quoted Jean-Louis Lachance, President of the Professional Association of Industrialists, who recommends the establishment of a Quebec Employers' Council. According to Mr. Lachance, "employers can no more than other human beings resist the phenomenon of socialization, of this pooling of individual characteristics in view of a greater benefit: a sound economy in a sound community."

The speaker also recalled that the President of the P.A.I. recently said that planning "is a formula essential to our times" and predicted that "we shall have it within two years. Embryonic at the outset, you may rest assured that it will go on expanding."

In conclusion, Mr. Normandeau expressed the hope that "all men of good will affected by economic planning will work together, understand each other and, above all, achieve something.

Pacific Regional Co-ordinator of Women's Employment Retires

Miss Eleanor Morley, Co-ordinator of Women's Employment, Pacific Region, National Employment Service, retired last month.

Miss Morley, with extensive previous experience in personnel work in business, joined the NES at its inception in 1942. After seven years on the staff of the Vancouver office, in 1949 she was appointed Co-ordinator of Women's Employment for the Pacific Region.

Industrial Fatalities in Canada during First Quarter of 1963

Deaths from industrial accidents during first three months this year numbered 190, decrease of 41 from same period of 1962 and of 87 from previous quarter

According to a preliminary count of reports received by the Department of Labour, there were 190* industrial fatalities in Canada during the first quarter of 1963.

During the previous quarter, 277 fatalities were recorded, including 31 in a supplementary list. In the first quarter of the previous year, 231 fatalities were recorded.

During the first quarter of 1963, there were four accidents that each resulted in the deaths of three or more persons. On January 23, four men were killed when a coke oven exploded at the Algoma Steel Corporation plant, Sault Ste. Marie, Ont. On February 25, four men on a CBC television crew that was photographing an elk herd, and the pilot, died in the wreckage of a light aircraft that crashed 18 miles west of Claresholm, Alta. On February 20, three members of the crew of the *Janet Irene* died when the fishing vessel sank during a storm while en route from Shelburne to her home at Liverpool, N.S. On March 12, three fishermen were lost while wading to Prescott Island, 20 miles southwest of Prince Rupert, B.C., after they abandoned their fishing vessel *Ingred H.* and an incoming tide prevented them from wading back to her.

The largest number of fatalities, 29 each, occurred in the following industries: manufacturing, mining, and transportation, storage and communication.

Of the 29 fatalities in the manufacturing industry, 13 were in iron and steel products, 6 in wood products, 4 in transportation equipment products, 2 each in paper products and non-ferrous metal products, and 1 each in petroleum products and chemical products.

In the mining industry, 17 of the 29 fatalities were in metal mining, 9 in non-metallic mineral mining and 3 in coal mining.

The industrial fatalities recorded in this quarterly article are fatal accidents that involved persons gainfully employed and that occurred during the course of, or arose out of, their employment, including deaths that resulted from industrial diseases. Statistics on industrial fatalities are compiled by the Economics and Research Branch from reports received from the provincial Workmen's Compensation Boards, the Board of Transport Commissioners and certain other official sources. Newspaper reports are used to supplement these. For industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping, and certain of the service groups is not as complete as in industries covered by compensation legislation. Similarly, a small number of traffic accidents that are in fact industrial may be omitted from the Department's records because of lack of information in press reports.

The 29 fatalities recorded during the first quarter of 1963 in the transportation, storage and communication industry were distributed as follows: 8 each in railway transportation and local and highway transportation, 6 in air transportation, 4 in communications, and 3 in water transportation.

In the construction industry 28 fatalities occurred during the quarter: 11 in buildings and structures; 10 in miscellaneous construction and 7 in highways and bridges.

The number of fatalities recorded in logging during the quarter was 27.

An analysis of the 190 fatalities during the first quarter of 1963 shows that 55 (29 per cent) were the result of being struck by different objects: 46 of these were in the category "other objects" such as falling trees and limbs and landslides or cave-ins, etc.; 6 were caused by moving vehicles, and 3 were the result of being struck by tools, machinery, cranes, etc.

Forty-one fatalities were caused by falls and slips; all but 4 were the result of falls from different levels.

Thirty-three fatalities were due to collisions, derailments, wrecks, etc.; 15 of them involved aircraft, all of them crashes;

(*Continued on page 611*)

* *See* Tables H-1 and H-2 at back of book. The number of fatalities that occur during a quarter is usually greater than the figures quoted in the quarterly articles. Information on accidents that occur but are not reported in time for inclusion is recorded in supplementary lists, and statistics are amended accordingly.

World Congress on Rehabilitation

Several Canadians participate in ninth world congress of International Society for Rehabilitation of the Disabled, held last month in Copenhagen, Denmark

"The ultimate goal of all rehabilitation is to enable the handicapped individual to work. A job is essential not only to enable the individual to be economically self-supporting but also to assure him his rightful place in his home and his community," said Hall H. Popham of Ottawa, President of the International Society for Rehabilitation of the Disabled, at the Society's ninth World Congress, held in Copenhagen, Denmark, in June. Workers in the field of rehabilitation for the disabled from all parts of the world attended. Among them were some 30 Canadians, several of whom appeared on the program.

Ian Campbell, National Co-ordinator, Civilian Rehabilitation, Ottawa, Chairman of the World Commission on Vocational Rehabilitation, acted as Chairman of the plenary session on Employment of the Disabled and also presided at several group meetings.

The program had as its theme "Disability —Prevention and Rehabilitation" and the subjects discussed included: causes of accidents, frequency of accidents among disabled workers; accident prevention in the home, in industry and on the road; evaluation of function and the working capacity of disabled individuals and the demands of work; employment of the disabled; transportation and architectural barriers; and training for rehabilitation personnel.

The professional committees and commissions met singly and in joint sessions to discuss and exchange ideas and information in their particular specialties. Among these were groups studying arthritis, cerebral palsy, leprosy, speech and hearing problems, paraplegia, prostheses, braces and technical aids, research, special education and vocational aspects of rehabilitation.

The Albert Lasker awards to persons or groups whose achievements have been of international importance in developing services for the physically disabled; the Reader's Digest International Rehabilitation Awards for developing and expanding community rehabilitation programs during 1961-62, and the film awards for outstanding contributions in this field were presented during the congress.

Tours, conducted both before and after the Congress, gave delegates an opportunity to visit some of the hospitals, schools and rehabilitation centres in Denmark.

After the Congress, special seminars on special education and on vocational rehabilitation were held, and an advanced course in prosthetics and orthotics was provided for doctors, prosthetists, orthotists and therapists at the Orthopaedic Hospital in Copenhagen.

A special stamp "in aid of the physically handicapped" was issued on June 24 by the Danish Postal and Telegraph Services and was on sale at the Congress.

A more complete report of this Congress of world-wide interest will be given later when details of the papers presented and the discussions become available.

Firm Employs Four Deaf Mutes

Four deaf mute girls are providing a vivid demonstration of the truth of the oft-repeated adage "It pays to hire the handicapped". Working in the head office of Chas. Cusson Limited in Montreal, these girls are setting high standards of proficiency and have won the admiration and respect of employers and staff alike.

Two of the girls are graduates of Mackay Centre for Deaf and Crippled Children and the other two were trained at the Institution des Sourdes Muettes. Three of the girls began as invoicing machine operators and two have since progressed to bookkeeping machine operation and the third will soon do the same. The fourth girl is an expert statistical typist and responsible for typing all financial statements and confidential reports.

Two of the girls read and write English only and the other two understand only written French, but the four converse freely with each other in the sign language, the one universal language.

The employers feel that the lack of hearing helps these employees to develop their concentration and enables them to give undivided attention to the job at hand undisturbed by outside noises and distractions.

"We couldn't ask for more proficient, more willing nor more loyal employees. We could profitably use another four like them," said Charles Cusson, President of the company.

Annual Meeting, American Geriatrics Society

For the first time in its 20-year history, the American Geriatrics Society meets in Canada and elects a Canadian, Dr. E. D. Sherman, as its President

For the first time in its 20-year history the American Geriatrics Society—reputed to be the oldest organization in the field of aging in North America—held its annual meeting in Canada. The three-day conference took place in Montreal last month.

Another first was the election of Dr. E. D. Sherman of Montreal as President, the first Canadian to hold this office. He also served as general chairman of the conference. In accepting the Presidency, Dr. Sherman stressed the need in Canada for energetic leadership in promoting a national conference on aging.

Dr. Joseph W. Willard, Deputy Minister of Welfare, addressed the opening session on the economic aspects of aging. He stressed the economic problems faced by elderly persons and pointed out that although an adequate retirement income would not assure a happy retirement, it was a most important aspect of the problem which could not be overlooked.

Max Swerdlow, Director of Education for the Canadian Labour Congress, spoke strongly on behalf of the older worker. He pointed out that the capacity for useful work lasts much longer than many people believed and that studies showed that older workers compared favourably with younger workers in productivity, absenteeism and accident rates.

Dr. Donald K. Grant, Director of Medical Services, the Hydro-Electric Power Commission of Ontario, spoke on the topic, "Industry and the Older Worker." He stated that employers generally agree that older workers were frequently superior workers excelling in stability, loyalty, judgment and accuracy. He explained that Hydro-Electric employed 14,500 workers and that close to 50 per cent were in the age group from 40 to 66.

Dr. Grant pointed out that industry could employ many older workers by fitting the worker to the job and the job to the worker. Increased mechanization could compensate for the decline in muscular energy as workers grew older, he explained. But, he continued, industry must have regard for the future and be realistic; therefore, in his opinion, a trend toward compulsory and earlier retirements was to be expected. He said that most employees in Hydro were ready to retire at age 65.

Other speakers opposed the idea of compulsory and earlier retirements. The opinion was expressed that workers should have the opportunity to continue work as long as they were capable and desired to do so. Some of the medical men present pointed out that continued work could have a therapeutic effect on the physical and mental health of elderly people quite apart from the economic advantages. Therefore, it was argued, older people should not be forced into a life of idleness when they were capable of productive work.

Considerable discussion was carried on concerning the subject of retirement. It was pointed out that while creative activity was essential to health and happiness in the later years it need not necessarily be in paid employment. The need for creating opportunities in many fields of voluntary work which might be suitable for older persons, was stressed.

Dr. Clark Tibbitts, Deputy Director, Welfare Administration, U.S. Department of Health and Welfare and an international authority in the field of gerontology, spoke on the social aspects of aging. He explained that elderly people today were living in a society very different from the one in which they were raised and to which they had become accustomed. Much of their knowledge was useless and they were frustrated and felt out of place. Modern society had largely written off old people and had not provided them with a positive role. He believed that changes would become still more pronounced as automation increased and expanded and this was likely to result in earlier retirements.

The opening speaker was Dr. Edward L. Bortz, senior consultant in medicine at Lankenau Hospital, Philadelphia. He told the gathering that man's life expectancy could increase, but that longevity as an end in itself was wrong. He said the essence of life should be to continue to grow and deepen with the years.

During the last two days several interesting scientific talks were given concerning various medical aspects of aging such as, aging in connective tissue, institutional care of disease and disability in elderly persons, common neurological conditions in the aged, psychiatric conditions and skin conditions, among others.

Union Claims for Women Workers in Britain

Women's Advisory Committee of British Trades Union Congress sets out special claims for the almost one and a half million women members of TUC affiliates

The Industrial Charter for Women drawn up by the Women's Advisory Committee of the British Trades Union Congress was a key item in the program of the Thirty-third Annual Conference of Representatives of Unions Catering for Women Workers. The Charter, requested by the 1962 Conference, set out special claims of the Congress for the almost one and a half million women members of unions affiliated with the TUC.

It calls for:

—*Equal Pay* based on the value of the job done and not on the sex of the workers;

—*Opportunities for Promotion* for women;

—*Apprenticeship Schemes* for girls in appropriate industries;

—*Improved Opportunities for Training* young women;

—*Re-training Facilities* for older women who return to industry;

—*Special Provisions* for the health, welfare and care of women workers.

The report of the Women's Advisory Committee lends background to the items of the Charter:

Equal Pay—"At the present time less than ten per cent of women at work in Britain get equal pay." Most of these are employed in national and local government services and the nationalized service industries.

Between October 1959 and October 1961 it had been found that the pay position of women workers was worsening, especially in manual employment. In 1962, therefore, individual unions were urged to adopt "a policy of securing equal pay increases for men and women in all wage negotiations." Although the engineering industry had already adopted this policy, in many industries larger increases were still being negotiated for men than for women, particularly where they were based on percentages of existing wages.

Opportunities for Promotion—"There is no industry in which women do not work somewhere," says the report, "but there are still far too many jobs specifically designated as 'women's work,' implying that it is second-rate employment. Therefore, although women are an integral part of the working population, they are not yet equal partners in the community and they are still exploited in many fields of employment . . . Even women who enjoy equal pay complain that it has not materially widened their opportunities for more interesting or highly graded work."

Apprenticeship Schemes and Improved Opportunities for Training—"Apart from hairdressing, clothing and footwear manufacture, the distributive trades and certain professional and scientific occupations," says the report, "very little is done to equip girls for their jobs."

Although it noted the strong trend to early marriage and consequent shorter working life of a single girl, the Committee stressed the importance of making the best use of time spent in the labour force while laying a foundation for further training in the future.

The 1962 Conference had adopted a resolution urging that introduction of mechanization in offices should be accompanied by a policy of retraining. As nearly a third of all girls begin their working life in clerical occupations, training in this field is very important.

Another resolution had called for rapid expansion of systematic training at all levels of skill in all industries for both young and older workers. The need of training for mature women both within industry and in government-sponsored courses was stressed; married women, the only reserve of labour, should be able to get adequate preparation to ease their return to employment.

Attention was directed, also, to the limited number of university places for women and the fact that only one fifth of the women students in universities were studying science and technology.

Special Provisions for Health and Welfare—Minimum standards for protection of the health, welfare and safety of all workers are provided by law. More could be done, however, to brighten places of work; improve industrial health and safety services; provide adequate sanitary facilities, rest rooms and mealtime accommodation—a worthwhile investment for management since employee performance, especially that of women, generally improves in congenial surroundings. Better control of noise was also advocated.

Finally the report stresses that, since all workers stand to benefit from the achievement of these objectives, men as well as women might well support the Charter.

TEAMWORK in INDUSTRY

Absenteeism in the civic garage of the City of Calgary has been reduced 20 per cent and accident frequency more than 16 per cent since labour-management committee members decided to approach the two problems jointly.

Something had to be done about time lost through sickness. Some individuals, it appeared, were abusing the sick leave privilege, thus throwing a financial burden on the Sickness and Accident Fund and a work burden on fellow employees who had to make up the production loss.

After examination and discussion of the problem by the garage department's Labour-Management Production and Safety Committee, a system of interviewing, counselling and follow-up was introduced. Absenteeism fell from 858.5 days lost in the first half of a 12-months period to 680 in the second half. Labour and management spokesmen admit that the new system may not deserve all the credit, but they are encouraged with results nevertheless.

A new thoroughgoing accident reporting procedure introduced at the beginning of the same one-year period resulted in a drop of 16.8 per cent in the accident frequency rate.

Union representatives serving on the committee are members of Local 583, Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America (CLC).

* * *

The public interest must be kept in mind by both labour and management during their negotiations with each other, J. W. Dodds, general manager of Alberta Government Telephones, reminded delegates to the recent labour-management conference at the Banff School of Fine Arts in Banff, Alta. W. G. Urquhart, business manager of Local 348, International Brotherhood of Electrical Workers, warned them that the biggest mistake labour and management could make was to take for granted the continuing goodwill of people in general.

Mr. Dodds said that conferences of this sort were heralding "the beginning of what seems to be a new era in labour-management relations." Mr. Urquhart directed his closing remarks to management delegates. "Give us the opportunity to learn with you," he said. "Give us help in reducing misunderstanding between us. Give your unreserved recognition of us as a partner in your destiny." In return, he said, labour would give its loyalty, strength, and "devotion to the ideal of service to the general public and to the democratic principles of our way of life."

Seventy-five union-management representatives attended the conference, plus ten invited guests. The latter included the Hon. Raymond Reierson, Alberta Minister of Telephones and Labour; W. Paul Graham of the federal Department of Labour's Labour-Management Co-operation Service; Kenneth Pugh, Alberta Deputy Minister of Labour; Fred Whittle, Assistant Director of the Alberta Apprenticeship Board, Allan Metcalfe, Miss Dorothy Dairson and Joseph Taylor, all international representatives of the IBEW; Frank Bodie, President, Alberta Federation of Labour; Dr. Frank Anton and Prof. David Schonfield, University of Alberta; and Parket Kent, associate editor of the *Calgary Herald*.

* * *

Labatt Brewery Ltd., Montreal, has reported that employees in seven of its deparments—brewing, bottling, power house, maintenance, shipping, garage and transportation, and offices—piled up 650,472 manhours without a lost-time accident in the 12-month period ended December 1962. Because of this performance and the great improvement it represents over the accident prevention and safety record of previous years, the Quebec Industrial Accident Prevention Association has awarded the seven departments its certificate of safe workmanship. During the first five months of 1963, these same departments have maintained their lead, no lost-time accident having been registered as yet.

The company's delivery department suffered three lost-time accidents in 1962, but this was a substantial improvement over the eight recorded the previous year. The employees are members of Local 313, International Union of United Brewery Workers of America (AFL-CIO/CLC).

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

INDUSTRIAL RELATIONS AND CONCILIATION

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board did not meet during May. During the month the Board received eleven applications for certification and one application for revocation of certification.

Applications For Certification Received

1. District 50, United Mine Workers of America, Local 13946, on behalf of a unit of building cleaners and maintenance men employed by Central Mortgage and Housing Corporation at its Belleville Terrace Project in St. Vincent de Paul, Que. (Investigating Officer: R. L. Fournier).

2. National Association of Broadcast Employees and Technicians, on behalf of a unit of continuity department employees of Niagara Television Limited, Hamilton, Ont. (Investigating Officer: A. B. Whitfield).

3. National Syndicate of the Employees of The Voice of the East, on behalf of a unit of employees of The Voice of the East, Limited, Granby, Que. (Radio Station CHEF) (Investigating Officer: R. L. Fournier).

4. National Harbours Board Police Association of Halifax, N.S., on behalf of a unit of policemen employed by the National Harbours Board, Halifax, N.S. (Investigating Officer: D. T. Cochrane).

5. International Union of Mine, Mill and Smelter Workers (Canada) Local 802, on behalf of a unit of employees of Consolidated Mining and Smelting Company of Canada, Limited, Pine Point, N.W.T. (Investigating Officer: D. S. Tysoe).

6. International Longshoremen's Association, Local 1657, on behalf of a unit of employees of various companies as represented by The Shipping Federation of Canada Inc., Montreal, Que. (Investigating Officer: R. L. Fournier).

7. District 50, United Mine Workers of America, Local 13946, on behalf of a unit of building cleaners and maintenance men employed by Central Mortgage and Housing Corporation at Les Appartements Boulevard Pie IX, Ville St. Michel, Que. (Investigating Officer: R. L. Fournier).

8. The Order of Railroad Telegraphers, System Division No. 7, on behalf of a unit of various system employees in Canada employed by the Canadian Pacific Railway Company, Montreal, Que. (Investigating Officers: C. E. Poirier and R. L. Fournier).

9. The Order of Railroad Telegraphers, System Division No. 43, and System Division No. 1, on behalf of a unit of various system employees in Canada except Newfoundland employed by the Canadian National Railways, Montreal, Que. (Investigating Officers: G. E. Plant and G. A. Lane).

10. The Order of Railroad Telegraphers, System Division No. 85, System Division No. 43, and System Division No. 1, on behalf of a unit of employees in the Telecommunications Department of the Canadian National Railways, Montreal, Que. (Investigating Officers: G. E. Plant and G. A. Lane).

11. The Order of Railroad Telegraphers, System Division No. 85, on behalf of a unit of various employees in Newfoundland employed by the Canadian National Railways, Montreal, Que. (Investigating Officers: G. E. Plant and G. A. Lane).

Application for Revocation Received

Radio Roberval Inc., Roberval, Que., applicant, and the Syndicate of Employees of Station CHRL, respondent. The application was for the revocation of the certification issued by the Board on May 8, 1958, in respect of a unit of employees of the company (L.G. 1958, p. 753).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During May, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Canadian Broadcasting Corporation, and the National Association of Broadcast Employees and Technicians (Conciliation Officer: T. B. McRae).

2. Canadian Broadcasting Corporation, and Building Service Employees' International Union (Locals 204, 308, 183 and 298) (Conciliation Officer: C. E. Poirier).

3. CKOV Limited, Quebec, and National Association of Broadcast Employees and Technicians (Conciliation Officer: C. E. Poirier).

4. 918 Construction Company Ltd., General Enterprises Ltd., Dawson and Hall Construction Co., and Bennett and White, Whitehorse, Y.T., and Local 2499 of the United Brotherhood of Carpenters and Joiners of America (Conciliation Officer: D. S. Tysoe).

5. British Yukon Navigation Co. Ltd., Vancouver, and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: D. S. Tysoe).

6. Radio Lac St-Jean Limitée (CFGT) Alma, Que., and Le Syndicat des Employés de CFGT (Conciliation Officer: C. E. Poirier).

7. Vancouver Hotel Company, Limited, and International Union of Operating

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for application for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents; the writing of provisions—for incorporation into collective agreements—that fix a procedure for the final settlement of disputes concerning the meaning or violation of such agreements; and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Engineers, Local 822; International Association of Machinists, Lodge 692; and International Brotherhood of Electrical Workers, Local 213 (Conciliation Officer: G. R. Currie).

Settlements by Conciliation Officers

1. 918 Construction Company Ltd., General Enterprises Ltd., Dawson and Hall Construction Co., and Bennett and White, Whitehorse, Y.T., and Local 2499 of the United Brotherhood of Carpenters and Joiners of America (Conciliation Officer: D. S. Tysoe) (see above).

2. Atomic Energy of Canada Limited, Chalk River, Ont., and The Atomic Energy Allied Council (Conciliation Officer: F. J. Ainsborough) (L.G., June, p. 505).

3. Canadian Pacific Air Lines, Limited, Vancouver Airport (Flight Kitchen Section at Sea Island), and Local 31 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: D. S. Tysoe) (L.G., June, p. 505).

4. National Harbours Board, Saint John, N.B., and National Harbours Board Police Association (Port of Saint John) (Conciliation Officer: H. R. Pettigrove) (L.G., June, p. 505).

5. Capital Window Cleaners Limited (Halifax International Airport), and Local 506 of the Building Service Employees' International Union (Conciliation Officers: D. T. Cochrane and H. R. Pettigrove) (L.G., Feb., p. 144).

6. Robin Hood Flour Mills Limited, Moose Jaw, Sask., and Local 201 of the United Packinghouse, Food and Allied Workers (Conciliation Officer: J. S. Gunn) (L.G., May, p. 396).

Conciliation Board Fully Constituted

The Board of Conciliation and Investigation established in April to deal with a dispute between Canadian National Hotels, Limited (Charlottetown Hotel, Charlottetown, P.E.I.), and Canadian Brotherhood of Railway, Transport and General Workers (L.G., June, p. 505) was fully constituted in May with the appointment of K. L. Crowell of Bridgetown, N.S., as Chairman. Mr. Crowell was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, Frederick A. Large, Q.C., of Charlottetown, and Perry Ronayne of Dartmouth, N.S., who were previously appointed on the nomination of the company and the union, respectively.

Conciliation Board Report Received

The Algoma Central and Hudson Bay Railway Company, Sault Ste. Marie, Ont., and Brotherhood of Railroad Trainmen (L.G., Feb., p. 144). The text of the report is reproduced below.

Board Report of Settlement Received

Faraday Uranium Mines Limited, Bancroft, Ont., and Local 1006 of the International Union of Mine, Mill and Smelter Workers (L.G., May, p. 397). The text of the report is reproduced below.

Settlement After Conciliation Board Procedure

The Algoma Central and Hudson Bay Railway Company, Sault Ste. Marie, Ont., and Brotherhood of Railroad Trainmen (see above).

Settlement Before Board Fully Constituted

Robin Hood Flour Mills Limited, Saskatoon, and Local 342 of the United Packinghouse, Food and Allied Workers (L.G., May, p. 396).

Technical and Vocational Training Advisory Council

(*Continued from page 560*)

The Committee urged that consideration be given to the possibility of introducing a similar experiment in the construction industry. A suitable month in each year, to be determined by the industry, might be set aside for day-release training or upgrading in co-operation with government.

Another recommendation was that employers or plants be urged to notify the National Employment Service in advance of major planned changes that would involve layoffs or other manpower adjustment. This would make it possible to undertake training or upgrading programs in time.

Accelerated training, as practised in various European countries, should be investigated, the Committee suggested.

Report of Board in Dispute between

The Algoma Central and Hudson Bay Railway Company

and

Brotherhood of Railroad Trainmen

During May, the Minister of Labour received the Report of the Board of Conciliation and Investigation established to deal with a dispute between The Algoma Central and Hudson Bay Railway Company and Brotherhood of Railroad Trainmen.

The Board was under the Chairmanship of W. H. Dickie of Toronto. He was appointed by the Minister on the joint recommendation of the other two members, R. V. Hicks, Q.C., and Senator A. W. Roebuck, Q.C., both of Toronto, nominees of the company and union, respectively.

The Report is reproduced here.

The Board of Conciliation consisting of Mr. R. V. Hicks, Q.C., company nominee; the Honourable A. W. Roebuck, Q.C., union nominee; and Mr. W. H. Dickie, Chairman, met with the parties at Sault Ste. Marie on February 12 and 13 and again at Toronto on April 4, 1963.

Appearing for the company were: Mr. J. A. Thompson, Assistant General Manager; Mr. H. R. Wootton, Superintendent.

Appearing for the union were: Mr. W. P. Kelly, Vice-President B.R.T.; Mr. C. E. McLelland, General Chairman; Mr. E. F. Jones, General Committee; Mr. W. C. Smith, Vice-Chairman.

The Algoma Central & Hudson Bay Railway Company is a privately owned common carrier operating between Sault Ste. Marie and Hearst, a distance of 296 miles; and between Hawk Junction (mile 165) and Michipicoten Harbour, a distance of 26 miles, all within the province of Ontario.

This dispute involves 70 full- and part-time employees of this railroad, employed as conductors, brakemen, baggagemen and yardmen covered by collective agreement which expired May 31, 1961. It has been customary over the years to defer negotiations until settlement was reached on the major railways. This procedure again was mutually agreed upon between the parties.

On June 9th, 1962 the CNR and the Brotherhood arrived at agreement and in October 1962 the CPR and the Brotherhood completed their collective agreement.

Following their meeting on June 26, 1962 the organization requested conciliation services. Meetings were held by the conciliation officer on September 19, 20, 21 and again on November 28, 1962, which did not result in settlement of the dispute. The conciliation officer, in his report recommending a Board of Conciliation be established, commented that the union had requested 60 changes and the company asked for 24 changes; and that, while some progress was made, the parties wished to revert back to their original submissions.

In this framework, the Board met the parties on February 12, 1963.

The Brotherhood, through their Vice-President, W. P. Kelly, and General Chairman C. E. McLelland, read to the Board a chronology of wage and rules negotiations between the parties and a brief outlining all of the original items in dispute. In addition, Mr. C. E. McLelland has written a letter dated April 9 to the Chairman of the Board with regard to the position taken by their committee at our meeting of April 4.

The company also presented a brief, read by Mr. J. A. Thompson, Assistant General Manager, in which the company stated that it had committed itself to the same wage settlement as the major railroads and since adopted on other smaller roads, provided favourable consideration be given to certain changes on working rules requested by the company. The four changes requested by the company were:

1. *Article 1A*—Revise conductors' passenger rate to conform with CNR rate.

2. *Article 1A*—Delete reference to way-freight rates for all trains other than passenger on the Michipicoten subdivision.

3. *Article 9A*—Revise to the extent that the arbitrary payment of thirty minutes at initial terminal is deleted; revise Article 10B to the extent that the arbitrary payments of fifteen minutes (or thirty minutes for backing in) at final terminal are deleted.

4. *Article 15*—Revise to provide that the arbitrary allowance of thirty minutes for scaling cars at Tremblay will not apply

to crews being compensated on an hourly basis.

It is the opinion of the Board, after careful analysis of the submissions and oral discussions with the parties, that detailed argument on each of the items would not be helpful to the final resolution of this dispute. The simple facts are that a memorandum of settlement designed by the conciliation officer as a fair settlement of the issues in dispute had been rejected by the parties.

The Board in their efforts to mediate the dispute examined each of the issues and also the reasons for non-acceptance of the proposal put forward by the conciliation officer. At the conclusion of two days of intensive discussions the Board in its mediation efforts had secured the following positions from each of the parties on February 13.

The Brotherhood position as of February 13, 1963—

1. CNR wage settlement (including mileage limitation and health & welfare contribution)
2. Items 1-7 Appendix I agreed
3. Mutually agreed 8-12 Appendix I
4. Tentative mutual agreement 13-16
5. Item "17"—Baggagemen (handling mail) rate still outstanding
6. Agreed—Company to supply Coleman lamps in Vans. Spare Vans to be supplied with set of dishes.
7. Company to provide letter of understanding to Brotherhood eliminating switching in yards with hoist.
8. Brotherhood agreed to Company proposal to delete reference to wayfreight rates for all trains other than passenger on the Michipicoten subdivision.

The Company position as of February 13, 1963—

1. Red circle conductors' passenger rate for four most senior men
2. Union to accept company proposal #3 re deletion of arbitrary payments at initial and final terminals
3. Union to accept company proposal #4 re change in arbitrary payment for scaling cars at Trembley
4. Item 17—Baggagemen (handling mail) rate to be finalized between parties.
5. Increase effective June 1, 1961—1%
   Dec. 1, 1961—1%
   June 1, 1962—1½%
   Dec. 1, 1962—4½%
6. Health & welfare contribution to be shared 50-50 by company and union (some clarification required)
7. Collective agreement to expire December 31, 1963.

At the conclusion of our efforts on February 13 the three remaining issues separating the parties were Company proposals 1, 3 and 4 shown above.

It is regrettable that after these intensive negotiations settlement was not reached. However, the Board adjourned, asking both parties to reconsider and re-assess their positions. The members of the Board likewise gave consideration to the serious situation confronting the parties and reconvened a further meeting at Toronto on April 4, 1963.

At that meeting the Board reviewed with the parties their position on February 13. In the interest of reaching a settlement the Board recommended that as a basis of settlement the parties consider the following:

1. All prior agreed-upon items
2. Conductors' passenger rates to remain as in present agreement plus any general wage increase.
3. Eliminate payment of 15 minutes (or thirty minutes for backing in) at final terminal
4. Arbitrary allowance for scaling cars at Trembley will not apply to crews being compensated on an hourly basis.

This compromise settlement was unacceptable to the union committee and with regret we report we were unable to bring about settlement. The Board had given full consideration to their recommendations and it sees no reason to change them in this report, since under the terms of the proposed settlement the increases are made retroactive to the dates shown above and believing the terms to be fair and equitable to both parties under these unusual circumstances.

We urge the parties to reconsider and to accept the above recommendations.

All this respectfully submitted this 27th day of April, 1963 at Toronto.

(*Sgd.*) W. H. Dickie,
Chairman.

(*Sgd.*) R. V. Hicks,
Member.

(*Sgd.*) A.W. Roebuck,
Member.

Report of Board in Dispute between

Faraday Uranium Mines Limited

and

International Union of Mine, Mill and Smelter Workers

During May, the Minister of Labour received the Report of the Board of Conciliation and Investigation established to deal with a dispute between Local 1006, International Union of Mine, Mill and Smelter Workers and Faraday Uranium Mines Limited, Bancroft, Ont.

The Board was under the Chairmanship of Trevor A. Smith, Willowdale, Ont. He was appointed by the Minister on the joint recommendation of the other two members, Alex Harris, Toronto and Drummond Wren, Agincourt, Ont., nominees of the company and union, respectively.

The Report, reproduced here, is unanimous and incorporates a Memorandum of Agreement signed by both parties in settlement of the dispute.

I have the honour to submit this Report of the Board of Conciliation, established under the relevant section of the Industrial Relations and Disputes Investigation Act, in respect of a dispute between the aforementioned parties.

I have been authorized by the other two members of the Board to submit and sign this Report unanimously on their behalf.

All sittings of the Board were held in Bancroft, Ontario, and Executive Sessions were held in Toronto, Ontario.

All items mentioned in the statement of matters referred to the Board have been resolved to the mutual satisfaction of both parties.

All the other items discussed with the Board have been resolved to the mutual satisfaction of both parties.

Minutes of Settlement were signed on the 21st day of May, 1963 by the representatives of the company, the representatives of the union and the members of the Board.

This Report is respectfully submitted this 27th day of May, 1963.

(*Sgd.*) TREVOR R. SMITH,
Chairman, and on behalf of the Members of the Board.

Memorandum of Agreement

The representatives of Faraday Uranium Mines Limited and International Union of Mine, Mill and Smelter Workers, Local 1006, have agreed upon the following terms of settlement for a new collective agreement between them:

1. The Welfare Plan is to be improved, as soon as possible after written notice of ratification is received by the Company from the Union, so as to increase the present life insurance coverage from $3,000.00 to $4,000.00 and the S & A weekly indemnity amount of $40.00 per week to $45.00 per week. The Company shall bear the increased cost of these improvements.

2. The collective agreement effective April 1st, 1960, shall be the basis of the new agreement except as modified by this memorandum of agreement. The new collective agreement shall operate from June 1st, 1963 to September 30th, 1964.

3. It is understood the following clause will be included in the new agreement:

"When hiring employee for summer school vacations, the Company will grant employees an equal opportunity with respect to an application for such temporary employment of their own relatives."

4. Clause 17.01 shall be modified to provide "up to three bulletin boards."

5. Clause 19.02 shall be added to provide "no change will be made in respect to the premiums under the group insurance coverage without the understanding of both parties to this agreement."

6. Effective June 1st, 1963, the Company's contribution to the Contributory Savings Plan will be increased from $4.00 per month to $7.00 per month, and the contribution required of employees shall be increased in the same amount.

7. Effective June 1st, 1963, there shall be a general wage increase across the board of 4¢ per hour.

8. In lieu of all claims for retroactivity, the sum of $40.00 will be paid by the Company into the Contributory Savings Plan in behalf of each employee on the active payroll of the Company on September 30th, 1962 who is still on the active payroll of the Company on May 21st, 1963.

9. The final paragraph under "Schedule B" of the agreement, namely 2 (c), shall be revised insofar as it is necessary to provide the following conditions:

"In the event an employee is laid off by the Company on or after May 21st, 1963, and when recall from layoff is not anticipated by the Company, then such employee will receive a share of the Company's contributions to the plan which is equal to his own contributions."

The undersigned agree to the foregoing terms of settlement and further agree to recommend acceptance of same to their respective principals.

Dated at Bancroft, Ontario this 21st day of May 1963.

For the Company
H. Brodie Hicks
D. R. Wilson
J. A. Donnelly

For the Union
W. Longridge
M. Hoffman
H. Kuehnel

For the Board of Conciliation
Trevor R. Smith
Alex Harris
Drummond Wren

Canadian Railway Board of Adjustment No. 1 Releases Decisions in Two Recent Cases

The Canadian Railway Board of Adjustment No. 1 last month released its decisions in two cases, heard May 16 and 17.

The first dispute was over an engineer's claim that he had been wrongfully assessed demerit marks, and the second over the dismissal of a conductor for violation of Rule G.

The Board did not sustain the employees' contention in either case.

The two cases, Nos. 805 and 806, are summarized below.

Case No. 805—*Dispute between Canadian National Railways (Atlantic Region—Newfoundland Area) and Brotherhood of Locomotive Firemen and Enginemen* ex parte *over an engineer's claim that he had been wrongfully assessed 20 demerit marks for failure to do switching when in snowplow service.*

An engineer left Bishop's Falls with a train of empty flatcars to be placed at a loading track at Glenwood. As it was necessary to clear some snow from the loading track, the engineer and crew were told to pick up a snowplow at Notre Dame Junction, run it ahead of the engine as a plow extra to Glenwood, leave the flatcars there, clear the snow from the loading track, and then place the flatcars on that track for loading. After clearing the snow with the plow, the engineer refused to place the cars, on the ground that, in accordance with an article in the agreement, he was not required to do such switching. He was assessed 20 demerit marks for "failure to carry out instructions." The union contended that the 20 demerit marks had been unjustly assessed and should be cleared from the man's record.

The article in the agreement, which was quoted by both the union and the company, stated that engineers and firemen or helpers coming in from a snowplow trip would not be required to do any switching at terminals except, in the absence of a yard engine, to put their own train away; or at intermediate points, except when it was necessary to move cars in order to plow a track.

The union contended that as the train was in snowplow service from Notre Dame Junction to Glenwood, the engineer was not obliged to perform switching en route and was justified in declining to do so. Furthermore, his clothing was wet from snow sifting in during the run with the plow, and he was not in condition to do so.

The company contended that the engineer had no right to refuse to carry out instructions on the strentgh of his own private interpretation of the agreement. If he thought that there was a violation of the agreement, he should have carried out instructions, and then lodged a grievance according to the accepted procedure.

The company quoted an article of the agreement which stated that only the regularly constituted committee of the union had the right to interpret contracts on behalf of the employees.

The Board in its statement pointed out that the employee's statement of the dispute had been incorrect in saying that the engineer had been disciplined for "failure to do switching." He had in reality been disciplined for "failure to carry out instructions."

The Board did not sustain the employees' contention.

(*Continued on page 616*)

LABOUR LAW

Legal Decisions Affecting Labour

Quebec Court of Queen's Bench on two occasions finds writ of prohibition not applicable to Labour Relations Board rulings, Ontario Court of Appeal upholds ruling that carrier in interconnecting undertaking is within federal jurisdiction

In Quebec, the Court of Queen's Bench ruled that the granting by the Labour Relations Board of a consent to prosecute for breach of the strike provision of the Public Services Employees Disputes Act, being an administrative Act, is not subject to a writ of prohibition, and that in those circumstances a demand for such a writ could not impose on the Court the duty to consider the constitutional validity of the strike provision in the Act.

In another decision, the same Court quashed a writ of prohibition on the ground that when the Labour Relations Board, acting on an application for certification, decides that the employees of contractors and subcontractors are to be included in a unit appropriate for collective bargaining, such a decision is within the Board's jurisdiction and is not subject to a writ of prohibition.

In Ontario, the Court of Appeal upheld a ruling that a carrier engaged continuously and regularly in an interconnecting undertaking is within federal jurisdiction even when interprovincial and international activities are not the main or substantial part of its business.

Quebec Court of Queen's Bench . . .

. . . rules granting of permission to prosecute is administrative act that can't be stopped by writ

On May 10, 1962, the Quebec Court of Queen's Bench, dismissing an appeal from a judgment of the Quebec Superior Court, ruled that the Labour Relations Board in granting a consent to prosecute for a breach of the Public Services Employees Disputes Act was not acting as a judicial tribunal but was performing an administrative act which cannot be stopped by a writ of prohibition.

Further, the Court ruled that the matter of the constitutional validity of the provisions of the Public Services Employees Disputes Act prohibiting strikes and imposing penalties for breach of these provisions, placed before the Court in support of a motion for a writ of prohibition, did not need to be considered by the Court in a situation where a writ of prohibition was not applicable.

Carier et Frères Ltée, which had been carrying on autobus transportation business under permit from the Transportation Board, is an undertaking within provincial jurisdiction to which, as operator of a public service, the Quebec Public Services Employees Disputes Act applies.

The Act provides in Section 5 that strikes or lockouts are prohibited in all circumstances. Section 7 states that any person declaring, instigating or participating in a strike or lockout is liable to a fine. Section 12 provides that no penal prosecution may be taken without a written authorization of the Labour Relations Board or the consent of the Attorney-General. Further, the Act provides for obligatory and final arbitration of disputes.

In March 1957 the company's employees had gone on strike and the company applied under Section 12 of the Act to the Labour Relations Board for permission to institute penal prosecution against some employees who were union officers. The Board granted consent to prosecute on March 21, 1957.

On April 9, 1957, the employees concerned were granted a temporary writ of prohibition ordering the Board to suspend the proceedings regarding the consent to prosecute. The arguments used by the employees to obtain the temporary writ of prohibition were the same as they relied on later in their motion for a permanent writ of prohibition before the trial judge, namely, that Sections 5 and 7 of the Act were *ultra vires* the provincial legislature and therefore unconstitutional. Then the Attorney-General intervened, asking the Court to

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

declare that Sections 5 and 7 of the Act were constitutional, legal and valid.

In January 1961, the trial judge dismissed the petition for a writ of prohibition but he did not adjudicate on or even discuss the issue of the constitutionality of Section 5. His reasoning was that, since the granting of permission to prosecute under Section 12 of the Act was an administrative act, the Board did not come within the scope of article 1003 of the Code of Civil Procedure, under which a writ of prohibition lies whenever a court of inferior jurisdiction exceeds its jurisdiction.

On appeal, the Court of Queen's Bench upheld the trial judge's ruling. It was contended before the Court that, since prohibition is the appropriate vehicle for bringing before the Superior Court the constitutionality of the law which an inferior court is on the point of applying, the trial judge should have discussed and disposed of this problem.

In rejecting this contention, Mr. Justice Casey stated that a writ of prohibition can be invoked only in certain cases and against certain courts; and while the class of cases in which it can be invoked has been broadened jurisprudentially by the inclusion, in some instances at the expense of *certiorari*, of those in which the issue of constitutionality is raised, the bodies against whom it may be directed are still limited to courts of inferior jurisdiction. In the case under review the Labour Relations Board did not qualify as such.

Further, Mr. Justice Casey was of the opinion that, even though there was no justification for the issue of a writ of prohibition, the Court could decide the issue of constitutionality of Sections 5 and 7 of the Act if the parties had joined in asking the Court to do so. The Labour Relations Board, however, being also a party to the dispute, as was its right, from the outset had insisted on abiding by the articles of the Code and had refused to proceed in this fashion.

When a party refuses to agree to an extension of Article 1003 of the Code of Civil Procedure, the Court, in the opinion of Mr. Justice Casey, is not justified in treating an unfounded demand for a writ of prohibition as a direct and permissible attack on the constitutionality of the statute. It was the right of the Attorney-General to intervene for the purpose of defending the constitutionality of the statute, but this did not compel or even entitle the trial judge to adjudicate on the constitutionality of the law if he was of the opinion that the parties were not properly before the Court.

Mr. Justice Taschereau was of the opinion that, since consent to prosecute under Section 12 of the Act was an administrative act, the Superior Court had no jurisdiction to intervene in the matter. As such a conclusion settled the issue before the Court, there was no need to express any opinion regarding the constitutional validity of the sections in question.

Mr. Justice Rivard held that Section 5 of the Act, which prohibits strikes or lockouts in all circumstances, and Section 7, which imposes a penalty on anyone who declares or instigates a strike or lockout or participates therein, are *intra vires* the provincial legislature.

The Court of Queen's Bench upheld the judgment of the Superior Court and dismissed the appeal. *Vassard et un Autre v. La Commission de Relations Ouvrières de Quebec, et Carier et Frères Ltée, et Le Procureur General de la Province,* (1963) R.J.B.R. January 1963, No, 1, p. 1.

Quebec Court of Queen's Bench . . .

. . .rules decision of Labour Relations Board in certification case cannot be challenged by writ

On December 11, 1962, the Quebec Court of Queen's Bench quashed a writ of prohibition and ruled that, in dealing with the application of a union for certification as a bargaining agent of a group of employees, the Labour Relations Board had jurisdiction to decide whether the employees of contractors or subcontractors carrying out the company's business were employees for the purposes of the Act, and came within the group which the union claimed to represent. Such decision is within the jurisdiction of the Labour Relations Board and cannot be challenged by a writ of prohibition.

On September 30, 1960, the United Brotherhood of Carpenters and Joiners of America applied under Section 6 of the Quebec Labour Relations Act to be certified as bargaining agent of the employees of the Canadian International Paper Company, except those automatically excluded by the Act. At the time certain of the company's operations were being carried out by contractors and subcontractors whose employees came within the group that the union claimed to represent. Being of the opinion that the union could not on these proceedings be certified as the representative of individuals not in the company's employ and contending that the individuals in question did not qualify as such, the company contested the petition.

To permit a decision on this issue, the parties agreed to suspend proceedings on the petition for certification and to dispose of the company's objection. This was done and on May 22, 1962, the Board, one member dissenting, dismissed the company's objection and ruled that, for the purposes of the Act, the employees of the contractors and subcontractors were the employees of the company.

The company, however, persisted in its contention that the workers involved were not its employees and that the Board had no jurisdiction to find them so and to certify the union as their bargaining agent. Furthermore, the company claimed that the Board exceeded its jurisdiction in holding the workers in question to be the company's employees and in proceeding with the application for certification, and that the Board erred as a matter of fact and of law in holding that the workers involved were the company's employees and not the employees of the company's contractors or subcontractors. On that basis the company petitioned the Court for a writ of prohibition that would order the Board and the union to suspend all certification proceedings.

On July 4, 1962, the Superior Court authorized the issue of a writ of prohibition, as requested; this judgment was appealed. In granting the writ of prohibition, the trial judge stated that the position of the Court was not to find out or to decide whether the company's contentions were true or whether the Board's decision was justified, but to examine whether the possibility of excess of jurisdiction on the part of the Board seriously existed and, if so, to enable the parties to have their respective claims decided by a Court. This was interpreted as meaning that, when a judge of the Superior Court is faced with a petition for a writ of prohibition, his function is limited to deciding whether the petitioner has made a *prima facie* case in law and in fact for the issue of the writ.

In the Court of Queen's Bench, Mr. Justice Casey pointed out that a writ of prohibition is resorted to when one wishes to prevent the doing of something that ought not to be done. The element of urgency is always present and for this reason the petitioner, at the first stage, is not asked to do more than make a *prima facie* case. But the facts of a case are only half the story. There remains the question of law: that the facts, assuming them to be established, disclose an excess of jurisdiction. This is a matter that can be fully argued and that should be disposed of on the application for the issue of the writ.

Assuming that the Board for the purpose of the case under review was a court of inferior jurisdiction within the meaning of Article 1003 of the Code of Civil Procedure, the company sought to prevent the Board from proceeding with certification of a union, an act it normally could not do were it not for the Board's allegedly erroneous decision on the status of those employed by the contractors. Consequently, the question that arose on the application for the writ was whether the error complained of amounted to (1) an usurpation or assumption of a jurisdiction that the Board did not possess or to (2) no more than the wrong exercise of a jurisdiction that the Board did possess.

It was argued that the Board erred in treating the employees in question as employees of the company. Further, the company contended that if the law were properly read such a finding would be impossible. The conclusion was that the Board's reading of the law created in its own favour a jurisdiction that was denied to it by the Act.

This, in Mr. Justice Casey's opinion, indicated that the writ was a disguised appeal from the Board's decision. Bearing in mind that a writ of prohibition may not be used for this purpose and that the Act states that these decisions are not subject to appeal, the Appeal Court was left with one question: assuming that the Board misunderstood the facts or misinterpreted the law, did this mistake amount to an excess of jurisdiction?

In Mr. Justice Casey's opinion, the Board, faced with a petition for certification, has power to decide all issues necessary to the conclusion sought. This means that it must be empowered to decide whether the employees claimed by the union are, for the purposes of the Act, those of the employer and whether, having regard to all other requirements, the petitioning union is entitled to be recognized as a bargaining agent. It follows by the very nature of things that there will always be some dissatisfied parties claiming that an error was made. But that does not mean that each error of the Board implied an excess of jurisdiction.

The courts distinguish between a tribunal that acts without jurisdiction and one that goes wrong in law while acting within its jurisdiction. The situation in this respect is summarized in Halsbury's *Laws of England* (second edition, Vol. 9 (1933), n. 1493, p. 888) in a paragraph which applies to prohibition as well as to *certiorari:*

> Where the proceedings are regular upon their face and the magistrates had jurisdiction, the superior court will not grant the writ of

certiorari on the ground that the Court below has misconceived a point of law. When the court below has jurisdiction to decide a matter, it cannot be deemed to exceed or abuse its jurisdiction, merely because it incidentally misconstrues a statute, or admits illegal evidence, or rejects legal evidence, or misdirects itself as to the weight of the evidence, or convicts without evidence.

Approving this statement, Greer L. J. in *R. v. Minister of Health* ((1946) 2 All E.R. 189) added:

Those are all matters of appeal. They are not matters in respect of which *certiorari* will lie, nor are they matters which can be brought before the court on this proceeding merely because the statute gives no right of appeal. We are not concerned with the policy of the statute. We are not concerned with whether it would be a good thing or a bad thing if a right of appeal had been given. We have only to see whether this order is good on the face of it and whether it is an order which it is within the jurisdiction of the tribunal to make.

The same distinction between errors that go to jurisdiction and those that are committed within a jurisdiction was made by the Supreme Court of Canada in *Segal v. City of Montreal* ((1931) S.C.R. 460 at pp. 472 and foll.). The same judgment warned that, while it is well-settled that an inferior court cannot give itself jurisdiction by misinterpreting a statute or by wrongly deciding the facts, it does not follow that this is what an inferior court does every time it makes a mistake. A similar position was taken by the Courts in *Canadian Ingersol Rand Co. Ltd. v. Commission de relations ouvrières de la Province de Québec* ((1961) Q.B. 97 at p. 102), *Henry Morgan and Co. Ltd. v. The Labour Relations Board of the Province of Quebec* ((1961) Q.B. 672, at p. 676), and in *Burlington Mills Hosiery Co. of Canada v. Commission de relations ouvrières de la Province de Québec* ((1962) Q.B. 469, at p. 478).

Referring to the case at bar, Mr. Justice Casey stated that if the Board committed an error when it decided that these individuals, for the purposes of the Act, were the company's employees, then since it was acting in the discharge of the duty imposed on it—to determine whether the union was entitled to recognition—its error, if indeed it was an error, was committed while acting within its jurisdiction. The Board decided a question that was properly before it and its decision, right or wrong, was not "bad on its face." In these circumstances a writ of prohibition does not apply.

The Court of Queen's Bench, in a unanimous decision, allowed the appeal and ruled that the writ of prohibition should be quashed. *La Commission de relations ouvrières de la Province de Québec v. Canadian International Paper Company and La Fraternité Unie de Charpentiers et Menuisiers d'Amérique*, (1963) R.J.B.R., March 1963, No. 3, p. 181.

Ontario Court of Appeal . . .

. . .holds that carrier engaged in interconnecting undertaking falls within federal jurisdiction

On March 15, 1961, the Ontario Court of Appeal upheld the judgment of Mr. Justice McLennan of the Ontario High Court who, on August 2, 1960, held that a carrier engaged in an undertaking which continuously and regularly connected Ontario with Quebec and extended beyond the limits of Ontario fell within Section 92(10)(a) of the B.N.A. Act, thus being subject to the federal Industrial Relations and Disputes Investigation Act, and that the federal jurisdiction was not affected by the fact that its interprovincial and international business was not the main or substantial part of the carrier's undertaking. Consequently, Mr. Justice McLennan issued an order prohibiting the Magistrates in Toronto from conducting any proceedings against the company under the Ontario Labour Relations Act (L.G. 1961, p. 159).

On appeal, the Ontario Court of Appeal dismissed the appeal without delivering written reasons. *Re Tank Truck Transport Ltd.* (1963) 36 D.L.R. (2d) Part 9, p. 636.

Industrial Fatalities (*Continued from page 596*)

11 involved automobiles and trucks; 4 involved railways and 3 involved tractors and loadmobiles.

Sixteen fatalities were caused by conflagrations, temperature extremes and explosions.

The remaining 45 fatalities were distributed among those types of accidents as follows: 15 were the result of being caught in, on or between; 14 were the result of inhalations, absorptions, asphyxiations and industrial diseases; 10 were caused by electric current; 2 by overexertion; and 4 were under the heading "miscellaneous accidents".

By province of occurrence, the largest number of fatalities, 66, was in Ontario. In British Columbia there were 50, in Alberta 25, and in Quebec 18.

During the quarter, there were 70 fatalities in January, 50 in February and 70 in March.

Recent Regulations, Federal and Provincial

P.E.I. issues first general minimum wage order for men. B.C. revises order for resort hotels. Manitoba lays down licensing standards for electricians

In Prince Edward Island, a new general order for male workers set a minimum wage of 90 cents an hour with provision for increases at six-month intervals to 95 cents and $1 an hour.

In British Columbia, employees in resort hotels in unorganized territory during the summer season were made subject to the $1-an-hour minimum rate provided by the hotel and catering industry order.

New regulations under the Manitoba Electricians' Licence Act set out requirements for eight classes of electricians' licences.

Other regulations dealt with apprenticeship in Newfoundland and prevailing rate employees in the federal Civil Service.

FEDERAL

Financial Administration Act

A consolidation of the prevailing rate employees general regulations was gazetted May 8 to take effect from April 1. The new regulations (SOR/63-141) include a new section dealing with casual employees in the federal Civil Service.

Casual employees are defined as persons, other than seasonal employees, who are required to perform duties for a period of six months or less.

The rate of pay for a casual employee is to be determined by the appropriate deputy head but may not exceed the greater of (i) the rate contained in the Fair Wage Schedule of the Department of Labour for the class of work performed in the area of employment, or (ii) the rate determined by the Department of Labour as being the rate of pay prevailing in the area for his kind of work or for work of a comparable nature.

The normal number of hours of a casual employee will also be prescribed by the deputy head.

PROVINCIAL

British Columbia Male and Female Minimum Wage Acts; Hours of Work Act

An order of the British Columbia Board of Industrial Relations gazetted on May 16 extended the application of the hotel and catering industry order (L.G., Jan., p. 62) to resort hotels in unorganized territory during the summer season, except for certain provisions. The new order (B.C. Reg. 76/63) replaces a 1952 order that set out special hours, overtime and weekly rest provisions for resort hotels.

As a result of the new order, experienced employees employed in resort hotels during the period June 1 to September 30 must be paid a minimum wage of $1 an hour. Employees with less than three months experience in the hotel and catering industry must be paid at least 85 cents an hour the first month, 90 cents the second and 95 cents the third. They are not entitled to a daily guarantee, however.

The new order does not limit hours but a complementary regulation under the Hours of Work Act (B.C. Reg. 72/63), which was gazetted the same day, again permits employees in resort hotels in unorganized territory to work up to 10 hours in a day and 52 hours in a week during the period June 1 to September 30 each year. The minimum wage order stipulates, however, that such employees must be paid one and one-half their regular rate after 40 hours in a week instead of after 44 as formerly.

Employees in resort hotels must as before be given a weekly rest of 24 hours unless the Board approves a different arrangement. In other branches of the hotel and catering industry employees are entitled to a weekly rest of 32 hours.

The prohibitions in the hotel and catering order against deductions for accidental breakages and excessive charges for board and lodging apply also to resort hotels, as do the provisions requiring employers to provide restroom and washroom facilities. Employers also must comply with the provisions respecting semimonthly pay, the keeping of records and the posting of orders.

The new order applies only to resort hotels in unorganized territory. It does not cover hotels in the cities, towns, villages, districts and local districts listed.

Another order of the Board gazetted on May 2 (B.C. Reg. 63/63) exempted blind employees of the Canadian National Institute for the Blind who are eligible for registration with the Institute from the Male and Female Minimum Wage Acts.

Manitoba Electricians' Licence Act

Manitoba proclaimed in force on June 1, 1963 the 1962 amendments to the Electricians' Licence Act which, among other matters, provided for major changes in the licensing of electricans in view of the increased specialization in the electrical trade. In order to implement these changes,

Man. Reg. 26/63 respecting licences, standards, inspections and fees came into force on the same day, repealing Man. Reg. 47/57 (L.G. 1957, p. 1091).

Gazetted on April 6, the regulations are in two parts. Part I sets out the requirements concerning licensing and examinations; Part II, installation requirements.

Electricians' Licences

Previously, the Minister of Labour issued three types of electricians' licences under authority of this Act: a journeyman's licence, a limited licence, and a special licence. Now he may issue nine types of electricians' licences. The Act sets out the qualifications required by an applicant for one of these types, a master electrician's licence; the new regulations, the qualifications required for the other eight types.

An applicant for a master electrician's licence must have held a journeyman electrician's licence for at least two years, and have passed the examination on electrical design and layout prescribed by the Electricians' Licensing Board, authorizing him to do any electrical work.

The regulations prescribe four different ways in which an applicant may qualify for a journeyman's licence. One of these requires him to have completed five years of apprenticeship under the Apprenticeship Act. Alternatively, he must have had at least six years of practical experience in electrical work as a helper under the direct supervision of a journeyman, and have completed a study course acceptable to the Board. Another alternative requires him to hold a limited construction electrician's licence, to have had practical experience as such in electrical work, and in addition to have completed a study course acceptable to the Board. Also, he may qualify if he has special qualifications in electrical engineering and practical experience in the electrical trade that the Board considers are the equivalent of one of three requirements set out above.

An applicant for a limited construction electrician's licence must have one year of practical experience in electrical work acceptable to the Board, as a helper either to a journeyman or to the holder of a limited construction electrician's licence; practical experience in electrical work that the Board considers equivalent is an acceptable alternative.

An applicant for a limited maintenance electrician's licence must have been employed in the repair and maintenance of electrical equipment in an industry for at least two years or have been a journeyman electrician's helper for two years; in lieu of either of these, he must satisfy the Board that his qualifications are sufficient for the electrical work to be performed on the premises where he is employed.

An applicant for a limited appliance repair licence must have had at least two years of experience in the repair of electrical appliances; or alternatively, he must have completed an approved study course and have had practical experience in electrical work satisfactory to the Board.

An applicant for a limited specialized trade electrician's licence must be employed as a tradesman and satisfy the Board that he has sufficient qualifications and practical experience in working on the electrical components of installations in that trade.

The regulations now specify that no person to whom the Act applies may service or repair radio or television equipment normally used for domestic purposes only, unless he holds an electronic equipment serviceman's licence, of which there are two types, radio, and radio and television.

An applicant for an electronic equipment serviceman's licence (radio) must have at least two years of practical experience in the repair and servicing of radio equipment, or have one and one-half years of such experience and have completed a study course acceptable to the Board; otherwise, he must have other equivalent experience satisfactory to the Board.

An applicant for a journeyman electrician's temporary licence must hold a licence issued by a recognized licensing authority outside the province certifying to equivalent or higher standing than a journeyman electrician's licence issued under the Act. In addition, he must satisfy the Board that he has sufficient qualifications to do the work authorized.

Electronic Equipment Serviceman's Licence

There are four means of qualifying for an electronic equipment serviceman's licence (radio and television). One of these is that an applicant must have an electronic equipment serviceman's licence (radio) and at least one year of practical experience in the repair and servicing of television equipment; if he has completed a study course acceptable to the Board, the practical experience required is reduced to six months. An acceptable alternative is three years of practical experience in the repair and servicing of radio or television equipment, at least one year of which has been acquired in respect of television equipment. An applicant's qualifications are also acceptable for this licence if, after completing a study course approved by the Board, he has credit for practical experience up to a maximum of one and one-half years and at least six months of practical experience

in the repair and servicing of television equipment, together with whatever further practical experience the Board requires.

Examinations

A new requirement concerning examinations provides that an applicant who fails to pass an examination may not apply to write another examination until 90 days have elapsed after writing the previous one. Formerly, he could write the next regular examination. Also, an applicant who fails to pass more than two examinations will now be required to satisfy the Board that he has acquired further knowledge or experience before he becomes eligible for re-examination.

A licensee who fails to renew his licence for four or more years will now be required to pass a new examination or to satisfy the Board that he has been continuously occupied as an electrician during the period. He must also pay either the licence renewal fees for the period or $25, whichever is the lesser amount. Formerly, if a licensee failed to renew his licence for a period not exceeding three years, he had to pay the renewal fees for the period. If he failed to renew his licence for three or more years, he had to pass another examination in order to get a licence.

A person who has been absent from the electrical trade for ten or more years will now have to pass a new examination to get a licence; previously, the regulations specified five or more years.

As previously, the Minister of Labour is authorized also, on the recommendation of the Board, to issue a licence to a person who holds a similar licence issued by any other recognized licensing authority.

A licence will now be valid for the period shown on it, and must show its expiry date. Previously, a licence expired at the end of the calendar year in which it was issued.

Authority has now been given to the Board to suspend licences, under circumstances specified in the regulations, for a period of 30 days, at the end of which time the suspension expires, unless the Minister has confirmed the suspension or cancelled the licence. Previously, only the Minister had authority to suspend a licence.

Part II of the regulations sets out installation requirements mainly similar to those previously in effect. It is now stated specifically, however, that no person may do electrical work without first submitting an application for a permit in Form "A" to the Chief Inspector, giving a complete description of the work to be done. The regulations previously required the licensees to submit Form "A" before the work was completed. A table of permit fees is included.

The C.S.A. Canadian Electrical Code, C22. 1-1962, Part I (Eighth Edition) is adopted as a minimum standard for electrical work.

Newfoundland Apprenticeship Act

In Newfoundland, the Provincial Apprenticeship Board, in an order gazetted May 28, added the following to the list of apprenticeable trades: machinist (machine plant), steel and plate worker (machine plant), electrician (armature winder) (machine plant), welder (machine plant).

Another order gazetted the same day approved a plan for training apprentices in these four trades in McNamara Industries Limited. This plan, which will apply in the company's machine, steel and plate fabrication plant, was prepared by the Apprenticeship Advisory Committee, which is composed of representatives of management of the company and members of the International Association of Machinists, the union representing the employees of the firm.

P.E.I. Male Minimum Wage Act

The Prince Edward Island Labour Relations Board has issued its first general minimum wage order establishing a minimum wage of 90 cents an hour for men with provision for increases to 95 cents an hour on November 1 and to $1 an hour on May 1, 1964. The new order, which was approved by Minute-in-Council 310/63, went into force on May 25, the date of publication.

This order replaces an order of August 1962 that set a minimum of $1 an hour for male employees in Charlottetown and Summerside (L.G., Oct. 1962, p. 1192). This earlier order was suspended on September 6 to enable the Board to consider further representations.

The new order covers all male workers in the province except farmers, fishermen, persons employed in grading, bagging or packaging potatoes on farms, students employed during the school term outside school hours, persons under the age of 21 years, employees whose wages are fixed by an existing collective agreement under the Trade Union Act or the Industrial Relations Act, provincial government employees who are eligible for membership in the Civil Servants Association, and registered apprentices.

In line with the practice in other jurisdictions, the order provides for some exceptions from the general minimum. New

employees, other than seasonal or casual workers, may be paid at a lower rate for a period of 60 days from the date of hiring, after which time the regular minimum applies.

A minimum wage of 80 cents an hour with no provision for increases is also established for persons employed in food processing plants.

Handicapped employees receiving disability pensions who are not employed full time or whose output is below normal are to receive a wage which, when combined with the amount of the pension, is equivalent to the minimum hourly wage established by the order.

All time spent by the employee on the premises of the employer or elsewhere as directed, either at work, waiting for work, available for work or on call, is to be counted as time worked and must be paid for at the full hourly rate.

Quebec Minimum Wage Act

The Quebec Minimum Wage Commission has temporarily suspended the application of the provisions in the order for municipal and school corporations dealing with minimum wages of caretakers. These provisions set a minimum of $50 a week for caretakers continuously supervising an establishment who are provided with free lodging on the premises and of $70 a week for those who are not provided with free quarters.

The suspension order was gazetted June 1 to remain in force for four months from date of publication.

New Hazardous Occupations Order in U.S.

Order No. 17 declares most excavation occupations too hazardous for minors, prohibits employment of persons under 18 years of age in such occupations

An order under the United States Fair Labor Standards Act prohibiting the employment of minors under 18 years in most excavation occupations was announced by the Secretary of Labor, W. Willard Wirtz, on April 9. The new order, Hazardous Occupations Order No. 17, went into force on May 9, superseding state regulations that are less restrictive.

The new order was issued after the customary investigation and hearing. The Labor Department's Bureau of Labor Standards made a study of excavation work with the aid of technical advisers from state labor departments, management, labor, insurance and professional safety groups. It found that most excavation occupations were particularly hazardous for minors and recommended that an age restriction be imposed. No opposition to the proposal was raised at the public hearing in February.

In line with the Bureau's findings, the new order fixes an 18-year minimum for employment in the following occupations in excavation work, subject to certain exceptions: (1) excavating, working in, or backfilling (refilling) trenches; (2) excavating for buildings or other structures or working in such excavations; (3) working within tunnels prior to the completion of all driving and shoring operations; (4) working within shafts prior to the completion of all sinking and shoring operations.

Persons under 18 may, however, engage in some types of excavation work. The employment of 16- and 17-year-old minors is permitted in the manual digging and backfilling of trenches not more than four feet deep or in work in trenches not exceeding such depth.

A similar exception applies to excavations for buildings or other structures. Persons 16 or 17 years of age may be employed in manually excavating to a depth not exceeding four feet below any ground surface adjoining the excavation and may work in an excavation not exceeding such depth. Persons in this age group may also work in completed excavations provided the side walls are shored or sloped to the angle of repose.

The new order also permits the employment of 16- and 17-year-old minors in tunnels and shafts after driving, sinking and shoring operations have been completed.

In addition to the above exceptions, the order permits the employment of 16- and 17-year-old apprentices and student-learners in the restricted occupations under specified safeguards. An apprentice 16 or 17 years of age who is employed in an apprenticeable trade may, intermittently and for short periods, engage in excavation work provided the work is carried on under the direct and close supervision of a journeyman as a

necessary part of his apprenticeship training. The apprentice must also be registered by the Bureau of Apprenticeship and Training of the United States Department of Labor or a recognized state agency or be employed under a written apprenticeship agreement under conditions that conform substantially to federal or state standards.

A student-learner 16 or 17 years of age may be employed in excavation work only if he is enrolled in a course of study and training in a co-operative vocational training program under a recognized educational authority or in a substantially similar course conducted by a private school.

The student-learner must be employed under a written agreement that provides that any hazardous excavation work he may be required to do will be incidental to his training, will be intermittent and for short periods of time and will be performed under the direct and close supervision of a qualified and experienced person. Safety instruction must be given by the school and must be correlated by the employer with on-the-job training. A schedule of organized and progressive work processes to be performed on the job must be prepared.

Every written agreement must show the name of the student-learner and must be signed by the employer and the school co-ordinator or principal. Copies of every agreement are to be kept by the school and the employer. If reasonable precautions are not taken to ensure the safety of minors, the exemption for student-learners may be revoked.

The new hazardous occupations order applies to employment in interstate or foreign commerce or in the production of goods for such commerce or in certain large enterprises so engaged.

The last hazardous occupations order (No. 16) to be issued went into force in February 1962 and prohibited the employment of young persons between 16 and 18 years of age in roofing occupations (L.G., Apr. 1962, p. 456).

Canadian Railway Board of Adjustment

(*Continued from page 607*)

Case No. 806—*Dispute between Canadian Pacific Railway Company (Eastern Region) and Brotherhood of Railroad Trainmen concerning the dismissal of a conductor for violation of Rule G and other rules.*

A conductor, while in charge of a train, was intercepted by an assistant superintendent, was witheld from service, and after investigation was dismissed for violation of Rule G and other rules of the Uniform Code of Operating Rules. Contending that a violation of Rule G had not been proved by the evidence, the union requested the conductor's reinstatement without loss of seniority. The company declined the request.

The company in its contention stated that the assistant superintendent, who was on another train, had noticed that the conductor, whose train had stopped to do switching, was not acting in a normal manner and had every appearance of being intoxicated. The conductor admitted, the superintendent said, that he had consumed intoxicants the night before. He was immediately removed from service. A doctor was called, and he examined the conductor about an hour after his condition had first been noticed. The doctor's diagnosis, given in a written report produced by the company, was "intoxication."

After investigation in accordance with the agreement, the conductor was dismissed for being in unfit condition to perform properly his duties as conductor of his train, for violation of Rule G, and for failure to perform properly certain specified duties.

The Board did not sustain the contention of the employees.

UNEMPLOYMENT INSURANCE AND NATIONAL EMPLOYMENT SERVICE

Monthly Report on Operation of the Unemployment Insurance Act

Claimants for benefit at end of April fewer by 120,000 than number at end of March, statistics* show. Unemployment Insurance Fund exhausted during month

Claimants for unemployment insurance benefit numbered 565,900 on April 30. This was about 120,000, or 17.5 per cent, fewer than the total of 685,300 at the end of March but almost the same as on April 30 last year, when there were 564,500 claimants.

It is estimated that about 165,000 persons ceased to claim either regular or seasonal benefit and returned to work during the month.

Two thirds of the claimants at the end of the month had been claiming benefit continuously for between 15 and 16 weeks. Most of the remainder began to claim during the month.

On April 30, men made up 80 per cent of those on continuous claim for from 1 to 26 weeks, but little more than 60 per cent of those on claim for 27 weeks or more.

Initial and Renewal Claims

Initial and renewal claims filed in April numbered 175,600, representing a drop of 20,000 compared with March, and of about 6,000 compared with April 1962.

About 118,000, or two thirds, of the total in April this year arose out of separations from employment during the month. In March, the proportion was 70 per cent.

Beneficiaries and Benefit Payments

The average weekly number of beneficiaries in April was estimated at 582,000, compared with 589,700 in March and 556,300 in April 1962.

Payments during the month amounted to $57,600,000, compared with $61,300,000 in March† and $51,600,000 in April last year.

In a comparison of current unemployment insurance statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants."

A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process.

The average weekly payment was $24.73 in April, $24.75 in March, and $24.43 in April 1962.

Insurance Registrations

Since the annual renewal of insurance books this year took place during May, the usual statistics on the number of insurance books and contribution cards issued to employees for the month ended April 30 are not available. They will be given in the next issue, and since the figures are cumulative, they will include all new entrants to the insured population since April 1.

The number of registered employers on April 30 was 336,918, a decrease of 507 since March 31.

Enforcement Statistics

During April, 11,300 investigations were conducted by enforcement officers across Canada. Of these 7,318 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions, and 250 were miscellaneous investigations. The remaining 3,732 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were begun in 188 cases, 44 against employers and 144 against

* *See* Tables E-1 to E-4, page 645.

† Supplementary payments for the month were included in the total for March; usually they would have been added to the total for the next month.

claimants.* Punitive disqualifications as a result of false statements or misrepresentations by claimants numbered 2,001.*

Unemployment Insurance Fund

Revenue received by the Unemployment Insurance Fund in April totalled $24,514,983.07†, compared with $28,365,629.94 in March and $23,754,550.44 in April 1962.

Benefits paid in April totalled $57,583,099.96†, compared with $61,300,599.60 in March and $51,656,056.36 in April 1962.

The *debit* balance of the Fund on April 30 was $23,002,673.71†; on March 31 there was a *credit* balance of $6,507,869.81 and on April 30, 1962 of $38,696,545.87. The deficit in April this year was covered by loans from the Minister of Finance.

Monthly Report on Placement Operations of the National Employment Service

Vacancies notified by employers to National Employment Offices during May totalled some 145,900, of which 100,800 were vacancies for men. Total vacancies notified during May decreased from the same month last year by 13.6 per cent.

Some 523,300 vacancies were notified to local employment offices during the first five months of 1963, compared with 570,100 in the same period in 1962, and 443,400 in 1961.

Placements effected through National Employment Offices during May totalled some 121,000, a decrease from last year of 25,000, or 17.3 per cent. Placements of men during May amounted to 88,800, down from last year by 17.7 per cent, and placements of women decreased by 16.4 per cent to a total of 32,200.

Some 7,000 or 5.8 per cent of the placements effected during May involved the movement of workers from one local office area to another. These movements were smaller in number than during May last year but represented a higher proportion of total placements.

Regionally, May placements, with percentage changes from May 1962, were as follows:

Atlantic	9,900	—21.6
Quebec	39,200	—12.8
Ontario	39,900	—21.4
Prairie	22,600	—20.6
Pacific	9,400	— 2.4

Total placements effected during the first five months of 1963 amounted to some 412,300, a decrease of 11.7 per cent from the corresponding period in 1962 but higher than 1961 by 12.7 per cent. With the exception of last year, placement activity remains higher than in any other postwar year.

Decisions of the Umpire under the Unemployment Insurance Act

Decision CUB 2146, April 24, 1963

Summary of the Main Facts: The claimant, 64 years of age, filed an initial application for benefit on October 1, 1962. He stated in the application that he had worked for a sugar refinery in Saint John from 1919 to September 27, 1962, when his employment terminated. He said he was in the occupation of stationary engineer and his rate of pay was $72 a week.

He explained his separation as follows:

Discharged—pensioned off. Compulsory retirement age. Pension starting first of January 1963. I am on a salary of $236 per month from now till the 1st of January 1963. Due to the new equipment at the sugar refinery, the job I was doing was dispensed with. I was offered another oil firing job and due to my age, they considered it not feasible to break me in on this job but rather break a younger man in. So I was retired on salary until the first of the year when my pension begins.

In the confirmation of separation (Form UIC 479), the employer stated that the claimant was "Pensioned" and that his weekly rate of wages was $82. The next day the manager of the local office wrote to the employer and asked:

1. Was claimant retired by company or did he retire of his own free will?
2. Compulsory retirement age?
3. Did he accumulate leave credits, contribute to retirement fund, etc., during vacation period?

* These do not necessarily relate to the investigations conducted during this period.

† Figures for April this year are interim figures and are subject to revision.

4. Effective date of pension?

5. Did claimant receive monies after the last day actually worked?

The employer replied:

1. This employee was laid off for lack of work due to the fact that his job has been eliminated.

2. The normal retirement date under the Company's pension plan is the January 1st nearest to the employee's 65th birthday.

3. [The claimant] has contributed to the retirement fund and will continue to contribute until December 31st of this year.

4. [The claimant] will go on pension on January 1st, 1963.

5. In consideration of his years of service to the Company [the claimant] was given a severance allowance. This will be paid to him at the rate of $236.07 per month until January 1st, 1963, when he goes on pension . . .

The insurance officer disqualified the claimant and suspended benefit from September 30 to December 29, 1962, for the reason that during this period it was considered that the claimant was on leave with pay and thus was not unemployed (section 54 (1) of the Act and Regulation 155 (5)). In addition, the insurance officer determined the claimant's earnings for each week in the period from September 30 to December 29, 1962, as $54.48 (section 56 of the Act and Regulation 172). He notified the claimant of these two decisions in separate letters dated November 1, 1962.

In an effort to clarify one of the points involved, the local office on November 21 once again discussed the situation with the Personnel Manager. He re-emphasized that all considerations given to these employees were purely and entirely on a gratuitous basis, there being absolutely no condition or provision in the employees' contract of service implied or written which required the employer to grant these concessions.

"He reiterated further," the local office reported, "that each of the men could have taken a lump sum gratuity had he so desired but whereas the men decided to have a larger pension, if possible, to which the company agreed, the company granted the concession that they would continue to deduct retirement pension from the gratuitous payments of each man as a further consideration of the company.

"This consideration, however, in no way altered their position with the company; a definite separation took place immediately following the last day actually worked."

On November 21, the claimant appealed to a board of referees for the following reasons:

1. The last day worked with [the] sugar refinery was 29th Sept. 1962. I was laid off on that date and I am not subject to recall. I have severed all connections with the company, other than a pension to which I am entitled.

2. I could have accepted the monies in question in a lump sum but chose to take it over a period of time in order to give myself a higher rate of pension.

3. I am not in receipt of my usual remuneration but am receiveing part pay only.

4. I was told by the employer that the monies in question were a gratuity only and that they were not an implied or expressed part of the contract . . .

A board of referees heard the case in ..... on December 19, 1962. The claimant was neither present nor represented at the hearing. The unanimous decision of the board reads:

. . . After careful examination of the facts, the board finds that the claimant has no contract of employment with A——— Sugar Refineries and is not considered to be in receipt of earnings from payroll. Mr. S....., Personnel Manager, has stated that the consideration given the claimant was purely and entirely on a gratuitous basis and that there was absolutely no condition or provision in the employee's contract of service implied or written which required the employer to grant these concessions. [The ..... Manager] also states that a definite separation took place immediately following the last day the claimant actually worked. In view of these statements, the board comes to the conclusion that the claimant must be considered as discharged from the company and therefore is deemed to be unemployed and not in receipt of earnings . . .

. . . The decision of the insurance officer is reversed. The claimant's appeal is allowed.

The insurance officer appealed to the Umpire on February 18, 1963, and said:

The board of referees erred in concluding that the claimant had become separated from his employment immediately following the last day on which he actually worked and allowing his appeal against the decision of the insurance officer. Section 54(1) of the Act and Benefit Manual 155(5).

Alternatively, the board erred in considering that the claimant was not in receipt of earnings from 30 September 1962 to December 29, 1962. Section 56 of the Act and Regulation 172 . . .

In a submission dated March 15 containing his grounds for appeal, the insurance officer said:

. . . 7. The evidence establishes that the claimant ceased work some three months before the effective date of his pension but continued to receive in the interval a regular income of $236.07. Although the monthly payment of $236.07 he thus received was somewhat inferior to his former rate of salary, it was nevertheless paid in accordance with the agreement made with the employer prior to retirement which provided also for the continuation of his services for pension purposes until 31 December 1962. It is submitted that, by virtue of such agreement, the claimant's contract of service continued and the stated rate of $236.07 became his usual remuneration

for the duration of this new contract. Consequently, he is considered as fully working during each week between 30 September and 29 December 1962 (Reg. 155(5)).

8. Alternatively, it is submitted that, although released from active duty, the claimant continued in the employ of his employer pending the effective date of his transfer to pension, and that during that period he was on retirement leave and in receipt of payments in lieu of retirement leave credits. The fact that the retirement leave credits may be paid in a lump sum, as remarked by the employer, is immaterial. During such period it is considered that the employee continued in the service of his employer. There is evidence the employee contributed to the pension fund and that the period in question is taken into account for pension purposes; it can therefore not come under the exception provided by Reg. 172 (2) (f). Under the circumstances, monies received by the claimant are earnings which should be taken into account for benefit purposes.

Considerations and Conclusions: Inasmuch as the payments which the claimant received from his employer in respect of the period in question were made to him at the rate of $54.48 a week, he cannot be said to have received "his usual remuneration for a full working week," that is, the remuneration he used to receive when he was performing services for "the number of hours, days or shifts normally worked in a calendar week by his grade, class or shift" at the premises at which he was employed. Consequently, the claimant's case is not one which can be dealt with under subsection (5) of Regulation 155, and I so decide.

Regarding the question whether or not the aforementioned payments were "earnings" within the meaning of subsection (1) of Regulation 172, the record shows that, as stated by the employer, those payments were made to the claimant "in consideration of his years of service to the Company" and, therefore, were in the nature of "an income arising out of his services" for that year. However, notwithstanding that an income may be of the kind described in that subsection, it does not necessarily follow that it must be considered as earnings. In fact, so far as is relevant, subsection (2) of Regulation 172 reads:

> For the purpose of subsection (1) that portion of the income of a claimant that is derived from any of the following sources shall not be considered as earnings:
>
> (f) bonuses, gratuities, severance pay or retirement payments payable at the time of, or after, the termination of the claimant's contract of service or prior thereto in contemplation of the termination . . .

In the present case, the employer stated that the payments made to the claimant were paid to him as "a severance allowance," that they were "purely and entirely on a gratuitous basis" and that "there was absolutely no condition or provision in the employees' contract of service implied or written which required the employer to grant these concessions." Moreover, the record shows that the said payments were payable prior to and in contemplation of the termination of the claimant's contract of service.

In view of the foregoing, the payments made to the claimant by his employer in respect of the period in question were in the nature of an income which, according to subsection (2) (f) of Regulation 172, "shall not be considered as earnings" and I so decide.

I dismiss the insurance officer's appeal.

Decision CUB 2161, May 14, 1963

Summary of the Main Facts: The claimant filed a renewal application for benefit on May 8, 1962, and was registered for employment as a sewing machine operator. She had worked as a machine operator for a rug factory at a wage of $23.60 a week from January 7, 1962 to May 4, 1962, when she was laid off because of a shortage of work. The claim was allowed effective May 6, 1962.

The claimant's benefits became exhausted and she filed a new initial claim on August 7, 1962, which was made effective August 5, 1962.

On September 25, the local office notified the claimant of continuing employment as a labourer with a textile manufacturer at the prevailing rate of pay in the district for that type of work, viz., $20 a week to start. The hours of work were eight a day and 40 a week, shift work. The place of employment was six miles distant from her residence and transportation was available by bus at a cost of 30¢. The claimant refused to apply for the employment because she was working part-time and expected to be recalled in the near future for steady work.

The insurance officer disqualified the claimant and suspended benefit from September 23, 1962, to November 3, 1962, inclusive, on the ground that she had, without good cause, refused to apply for a situation in suitable employment (section 59 (1) (a) of the Act). The insurance officer notified the claimant of this disqualification in a letter dated October 1, 1962.

The claimant appealed to a board of referees. In her appeal she reported earnings as follows:

5	Aug. 62	$ 7.00
19	Aug. 62	12.00
26	Aug. 62	2.60
2	Sept. 62	7.20
9	Sept. 62	9.60
16	Sept. 62	7.20
23	Sept. 62	4.80

She said she was employed part time every summer and worked full time every winter, "as I have been doing since the past 23 years."

She attached a letter from the employer in which he said she had been employed part time weekly since May 18, 1962, would probably continue to be until January 1963, and would probably be required full time from January to May.

A board of referees heard the case on November 6, 1962. The claimant was neither present nor represented at the hearing. The unanimous decision of the board reads:

> The board is of the opinion that the claimant, after having become aware that a situation in suitable employment . . . was vacant or about to become vacant, did without good cause refuse to apply for such situation when it was offered. In arriving at this conclusion the board has taken into consideration the fact that the claimant had been unemployed for four and one-half months; that the prospect of employment with her former employer would possibly be limited to five months from January to May and she would have had to wait another four months for this eventuality. The work offered was of a permanent nature, at the prevailing rate, and was work the claimant could perform.
>
> . . . The appeal is disallowed.

The claimant applied to the chairman of the board of referees for leav to appeal to the Umpire on th following grounds:

> . . . in my opinion I did not refuse any job. I stated that I was working part-time weekly . . . The employment officer told me the named company were looking for machine operators and, at no time during the interview did she ask me to contact the said firm in any way, nor did she ask me if I would like her to contact the said firm, so, how could my working part-time be used as a refusal.
>
> Also, the referees came to their decision because I was unemployed for four and one half months, which is not working at all. I have in my insurance book stamps to prove I had been working at the time of disqualification, and I feel I am within my rights to ask for leave for appeal. I may state that I am still on the pay roll [at the rug factory].

Leave to appeal to the Umpire for the following reason was granted to the claimant.

> That the claimant is contesting the ruling of the board on the question of whether she was employed or unemployed over a four-month period within the meaning of the Act.

On December 21, the regional claims officer wrote to the manager of the local office and asked that the employment officer concerned submit his comments in regard to the allegation the claimant had made in the first paragraph of her appeal to the Umpire.

The employment officer replied:

> Claimant was called to my desk, was told that employees were needed at . . . and given all particulars known about the employment. She was asked to apply for the work. Her answer was that she was working part-time at [the rug factory] and did not wish to apply, at which time a 493 was written with that information. Claimant's statement was written while she was here and her signature is signed to it.

Appearing in the record is a detailed statement of the earnings reported by the claimant in respect of her employment with (the rug factory) from the week commencing May 13, 1962, to and including the week commencing November 18, 1962. In this period her earnings varied from $2.60 to $14.40 a week and the days worked ranged from one to three days, with one exception when she worked from July 22 to July 29.

Considerations and Conclusions: According to the jurisprudence established by the Umpire, a claimant who has refused suitable full-time employment of a continuing nature on the ground that he is presently employed on a part-time basis is disqualified from receiving benefit pursuant to section 59 of the Act.

This is particularly true when, as in the present case, the claimant, at the time she was offered full-time employment, had been working solely on a part-time basis for the last 4½ months and, according to her regular employer, her services would "probably be required full time" in 3 months time only.

In view of the foregoing, I decide to maintain the unanimous decision of the board of referees and to dismiss the claimant's appeal.

LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

Wage Schedules Prepared and Contracts Awarded during May

Works of Construction, Remodelling, Repair or Demolition

During May the Department of Labour prepared 232 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 166 contracts in these categories was awarded. Particulars of these contracts appear below.

In addition, 137 contracts not listed in this report and which contained the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation and Defence Construction (1951) Ltd. and the Departments of Defence Production, Mines and Technical Surveys, Northern Affairs and National Resources, Public Works and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in May for the manufacture of supplies and equipment were as follows:

Department	*No. of Contracts*	*Aggregate Amount*
Defence Construction (1951) Ltd.	1	$ 5,628.25
Defence Production	163	935,909.00
Post Office	8	223,560.76
Transport	3	26,591.00

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage deemed to be required in the execution of the work. These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classification to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments Made during May

During May the sum of $7,357.30 was collected from 10 contractors for wage arrears due their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 311 workers concerned.

Contracts Containing Fair Wage Schedules Awarded during May

DEPARTMENT OF AGRICULTURE

near Outlook Sask: Peter Kiewit Sons Co of Canada Ltd, Al Johnson Construction Co of Canada Ltd, Poole Construction Co Ltd, construction of tunnel control shaft superstructure for South Saskatchewan River Project (Contract 28); Dominion Bridge Co Ltd, fabrication & installation of tunnel control gate hoists, South Saskatchewan River Dam (Contract No 32).

ATOMIC ENERGY OF CANADA LIMITED

Pinawa Man: Canadian Comstock Co Ltd, installation of buried heating & compressed air distribution systems (Stage 1), Whiteshell NRE; G M Gest Contractors Ltd, installation of plumbing & heating systems, WR-1 Reactor, NRE; Universal Electric division of Univex, Electrical Construction & Engineering Ltd, installation of electrical system No 1, WR-1 Reactor, NRE.

CENTRAL MORTGAGE AND HOUSING CORPORATION

Gander Nfld: S G Burry & Sons, exterior painting of 116 units (DOT 4/55). *Ville St Michel Que:* Dominion Landscapers Construction Ltd, site improvement & planting, Terrasse St Michel Housing Project. *Ottawa Ont:* Becker & Joule Ltd, conversion of heating system, Strathcona Heights. *Pinawa Man:* Claydon Construction Co, construction of roads (Job 43). *Shilo Man:* J H From Landscape Gardeners Ltd, site improvement & planting for 126 housing units, DND 4/61 (Army). *Edmonton Alta:* Hold Painting Ltd, exterior painting of 70 houses & Hyland Court Apts.

In addition, this Corporation awarded 10 contracts containing the General Fair Wages Clause.

DEPARTMENT OF CITIZENSHIP AND IMMIGRATION

Abitibi Indian Agency Que: Michel Rivard Ltd, alterations to east & west walls, Amos IRS. *Kenora Indian Agency Ont:* T Zelmer Construction Ltd, construction of staff residence, Islington Reserve. *Six Nations Indian Agency Ont:* John Gaffney Construction Ltd, construction of Boston Creek Bridge No 4, Six Nations IR; Robert E Brohm, construction of two culverts, Six Nations IR. *Portage la Prairie Indian Agency Man:* Cobbe's Plumbing & Heating Ltd, renovation of mechanical services (Phase 11), Birtle IRS. *Touchwood Indian Agency Sask:* Holterman Construction, construction of staff residence, Muscowequan IRS. *Hobbema Indian Agency Alta:* Didriksen Trucking Ltd, construction of road, Samson Reserve; Al Vallette, stuccoing 49 Indian homes, Louis Bull, Ermineskin, Samson & Montana Reserves; J W Dick, construction of 28 concrete basements, Louis Bull, Ermineskin, Samson & Montana Reserves. *Kwawkewlth Indian Agency B C:* Franklin Electric, electrical re-wiring of Alert Bay IDS. *Skeena River Indian*

Agency B C: Stevenson Construction Co Ltd, construction of school & staff residence, Kitkatla IDS on Porcher Island. *Stuart Lake Indian Agency B C:* Thompson Construction Co Ltd, construction of Indian day school & teacherage, Tachie.

DEFENCE CONSTRUCTION (1951) LIMITED

Torbay Nfld: Fry's Engineering Co Ltd, structural modifications to hangar No 4, RCAF Station. *Dartmouth N S:* Parker Bros (1960) Ltd, exterior waterproofing of hangars A, B & C, RCNAS *Shearwater*; R A Douglas Ltd, revision & extension of PMQ sewer system, HMCS *Shearwater. Halifax N S:* Community Enterprises Ltd, extension to DISD bldg, Willow Park. *Shelburne N S:* Atlas Construction Co Ltd, construction of fuel storage facilities. *Chatham N B:* Cambrian Construction Ltd, construction of extension to No 4 hangar, RCAF Station. *Bagotville Que:* J R Theberge Ltee, construction of parachute well bldg. *Chibougamau Que:* J R Theberge Ltee, fencing at Mt Bourbeau & Mt Cummings, RCAF Station. *Valcartier Que:* J O Lambert Inc, construction of extension to QM & Tech Stores Bldg, Camp. *Val d'Or Que:* Paquin Construction Co Ltd, construction of road & installation of U/G electrical cable, RCAF Station. *Leitrim Ont:* Conniston Construction Co Ltd, construction of access road & installation of underground power line, Wireless Station. *Petawawa Ont:* Automatic Sprinkler Co of Canada Ltd, supply & installation of automatic sprinkler system & watermains, Camp. *Uplands Ont:* King Plumbing & Heating Ltd, extension to underground steam distribution system, RCAF Station. *Gypsumville Man:* Evans Contracting Co Ltd, grading & seeding. *Cold Lake Alta:* "Tony" Construction Co, installation of fire stops in eave space of 286 double-unit PMQs, RCAF Station. *Colwood (Esquimalt) B C:* Barr & Anderson Ltd, construction of mechanical & electrical services, Magazine Jetty No 57, RCN. One contract in the restricted category was awarded.

Building and Maintenance

Halifax N S: Nova Scotia Waterproofers Ltd of Halifax, repairs & waterproofing of balconies & canopies on PMQs, Windsor Park. *Camp Gagetown N B:* St Lawrence Steeple Jacks Co Ltd, exterior painting of 500 PMQs. *Kingston Ont:* Joseph Downey & Son, exterior painting of 281 PMQs. *Orleans Ont:* Deljac Construction Co Ltd, construction of pump house. *Winnipeg Man:* Lalonde Painting & Decorating Co, exterior painting of 122 PMQs. *Edmonton Alta:* Elhard Electric Enterprises, installation of fire alarm systems for three armouries; Alph's Decorating Ltd, exterior painting of 184 PMQs & 58 PMQ garages.

In addition, Defence Construction (1951) Limited awarded nine contracts containing the General Fair Wages Clause.

DEPARTMENT OF DEFENCE PRODUCTION

Charlottetown P E I: Maritime Asphalt Products Ltd, alterations to Armoury. *Summerside P E I:* Curran & Briggs Ltd, repairs to roads & parking areas, RCAF Station; Curran & Briggs Ltd, repairs to runways, taxiways & aircraft parking areas, RCAF Station; S Nelson Good, supply & installation of pump in No 1 pumphouse, RCAF Station. *Greenwood N S:* Hilchie Septic Tank Service, cleaning & painting of fuel storage tanks, RCAF Station. *Halifax N S:* V A Dingle, painting of chain link fence, Windsor Park; Alex L Grant, exterior painting of eight bldgs, Windsor Park. *Shearwater N S:* Twin City Mechanical Contractors Ltd, interior repairs & painting of "B" hangar, RCN Air Station; R E White, repairs to floors, marine section, Bldg No 5, Naval Air Station; R E White, exterior & interior repairs to Bldg No 26, RCN Air Station. *Moncton N B:* Delta Electric Co Ltd, replacement of antenna poles, HMCS *Coverdale. Renous N B:* Wm Kerr Ltd, construction of boiling out facility, RCN Ammunition Depot. *Beauport Que:* Jules Dorion Inc, replacement of roof, Armoury. *Quebec Que:* L P Grenier & Fils Enr, joint repointing. *Angus Ont:* Stan Exell & Sons, construction of reinforced concrete bldg at 13X Depot, RCAF Station. *Camp Borden Ont:* Guild Painting Contractors, application of reinforced epoxy laminate to exterior of swimming pool, RCAF Station. *Edgar Ont:* Varcoe Bros, patching & surface treatment of access road, RCAF Station. *North Bay Ont:* Standard Paving Ltd, paving work, RCAF Station. *Rockcliffe Ont:* L Mongeon & Son, roofing of PMQs, RCAF Station; National Roofing & Waterproofing Ltd, installation of new roofs, RCAF Station; O'Leary's (1956) Ltd, road repairs, RCAF Station; Alf Grodde Ltd, exterior painting of five bldgs, RCAF Station. *Dundurn Sask:* Horton Steel Works Ltd, repairing & painting of water tank, Military Camp. *Edmonton Alta:* H Deib, exterior painting of various bldgs, Griesbach Barracks. *Lancaster Park Alta:* J Mason & Sons Ltd,

repainting exteriors of 55 PMQs, RCAF Station, "Namao"; Ray-Bob Spray Services Ltd, weed & brush control & soil sterilization, RCAF Station, "Namao". *Ralston Alta:* Dutch Bros Paints Ltd, interior painting of houses. *Comox B C:* Cochrane Fuel & Trucking Ltd, repairing floor of Bldg 22, roadways & walks, HMCS *Quadra;* Farmer Construction Ltd, miscellaneous repairs to various bldgs & facilities, HMCS *Quadra;* Pacific Pile Driving Co Ltd, renewal of float, HMCS *Quadra;* G B Watson, painting of 156 poles, RCAF Station.

In addition, this Department awarded 63 contracts containing the General Fair Wages Clause.

DEPARTMENT OF MINES AND TECHNICAL SURVEYS

This Department awarded one contract containing the General Fair Wages Clause.

NATIONAL HARBOURS BOARD

Halifax N S: Maritime Insulation Ltd, insulating areas of cold storage plant, Ocean Terminals. *Saint John N B:* Maritime Waterproofing & Contracting Co Ltd, concrete repairs to substructure of Berths 8, 9, 10 & 11. *Montreal Que:* The Highway Paving Co Ltd, paving, drainage & installation of water to ship supply system at Sections Nos 26-27.

DEPARTMENT OF NORTHERN AFFAIRS AND NATIONAL RESOURCES

Cape Breton Highlands National Park N S: M R Chappell Ltd, construction of two toilet & shower bldgs, one laundry bldg & addition to stone panelling to four kitchen shelters, Broad Cove Campgrounds.

In addition, this Department awarded two contracts containing the General Fair Wages Clause.

PROJECTS ASSISTED BY FEDERAL LOAN OR GRANT

Cooksville Ont: Harrison Construction (Ontario) Ltd, construction of Cooksville Creek Sanitary trunk collector sewer.

DEPARTMENT OF PUBLIC WORKS

Lawn Nfld: Avalon Construction & Engineering Ltd, wharf replacement. *Musgrave Harbour Nfld:* Gid Sacrey Ltd, wharf repairs. *St John's Nfld:* John J Walsh, demolition of St Mary the Virgin Church & bldgs. *Sibley's Cove Nfld:* Babb Construction Ltd, reconstruction of breakwater-wharf. *Cartwright (Labr) Nfld:* Dominion Construction Co Ltd, repairs to basement, RCMP detachment quarters. *Covehead P E I:* Edmond A Arsenault, construction of landing. *Fishing Cove P E I:* Norman N MacLean, harbour improvements. *Georgetown P E I:* Edmond A Arsenault, repairs to Queen's Wharf. *Victoria P E I:* L E Wellner, Jr, construction of seawall & backfill. *Arrow Point N S:* Albert MacDonald, breakwater repairs. *Cape St Mary's N S:* Clare Construction Co Ltd, groyne reconstruction. *Freeport N S:* McNamara Construction of Nova Scotia Ltd, construction of breakwater. *Hunt's Point N S:* Shelburne Contracting Ltd, wharf replacement. *Little Harbour N S:* Colin R MacDonald Ltd, construction of breakwater. *Richibucto Cape N B:* Leo LeBlanc, wharf repairs. *Sussex N B:* Myles Duncan Chown, construction of RCMP detachment quarters & garage. *Granby Que:* Emile Phaneuf, interior painting & alterations, federal bldg. *Montreal Que:* Electra Construction Ltd, alterations to Postal Station "H"; Pierre Brunellet Inc, removal of garbage, ashes, etc, from federal bldgs. *St-Godefroi Que:* P Arthur Nadeau, wharf improvements. *St Jerome Que:* Jean-Marie Cote, alterations to fence & paving, federal bldg. *St Laurent Que:* Prieur Entreprises Inc, repairs to cooling coils (system No 1), "B" Bldg, National Film Board, 3255 Cote de Liesse. *Schefferville Que:* Panzini Ltee, construction of house for postmaster. *Burlington Channel Ont:* Ruliff Grass Construction Co Ltd, pier reconstruction, harbour repairs & improvements. *Collingwood Ont:* Ruliff Grass Construction Co Ltd, wharf improvements. *Collin's Bay Ont:* M Barr Construction Ltd, construction of trunk sewer line, Penitentiary. *Cornwall Island Ont:* Kleener's Building Maintenance, cleaning interior, etc, Customs Highway Office. *Hamilton Ont:* McNamara Marine Ltd, harbour repairs & improvements, Catharine St Wharf extension (Stage 2). *Kingston Ont:* T A Andre & Sons Ltd, construction of Staff College (Penitentiaries) for Dept of Justice. *London Ont:* Harrison & Green Construction Ltd, alterations to Dominion public bldg for RCMP. *Ottawa Ont:* L Beaudoin Construction Ltd, repairs to sash mechanisms & related works to exterior windows, 555 Booth St & 300 LeBreton St; R Strang Painting & Decorating, exterior redecoration, Nos 6 & 9 Temporary Bldgs, Sussex Drive; Ellis-Don Ltd, construction of National Library & Archives Bldg, Wellington St; Imperial Electric, electrical alterations, PRI headerhouse, CEF; Stanley Sulpher Construction Co Ltd, alterations to Postal Terminal "A", Besserer St. *Owen*

Sound Ont: MacDonald & Syke's Ltd, wharf improvements. *Rockcliffe Ont:* O'Leary's (1956) Ltd, repairs to roads & extension to parking apron, RCMP barracks. *Strathroy Ont:* The John Hayman & Sons Co Ltd, construction of federal bldg. *Tobermory Ont:* Bermingham Construction Ltd, wharf reconstruction. *Toronto Ont:* Taymouth Industries Ltd, alterations to Arthur Meighen Bldg, 25 St Clair Ave. E. *Pine Creek Man:* Hoffman Construction Ltd, construction of school. *Souris Man:* W & G Ellwood, construction of RCMP detachment quarters. *Stony Mountain Man:* Martin Bros, Division of Martin-Dominion Ltd, conversion of No 1 boiler, coal oil, Manitoba Penitentiary. *Hudson Bay Sask:* Wm Slowski, construction of post office bldg. *Melville Sask:* Inland Construction Ltd, additions & alterations to federal bldg. *Shaunavon Sask:* Paul Stober Construction Ltd, construction of RCMP detachment quarters. *Wadena Sask:* C M Miners Consruction Co Ltd, construction of RCMP detachment quarters. *Francois Lake B C:* Bergen Construction Co Ltd, float construction. *Glacier National Park B C:* Burns & Dutton Construction (1962) Ltd, Tupper Timber & Len's extension snowsheds. *Ladysmith B C:* Burak Construction Ltd, construction of federal bldg. *Midway B C:* Walter Wlasoff, construction of RCMP detachment quarters. *Vananda B C:* Quadra Construction Co Ltd, wharf improvements. *Watson Lake Y T:* Watsko Construction Ltd & The Patricia Transportation Co Ltd, grading, culverts & bridges, Mile 69.2 to Mile 144.0, Ross River development road.

In addition, this Department awarded 45 contracts containing the General Fair Wages Clause.

THE ST. LAWRENCE SEAWAY AUTHORITY

Lachine Que: Canadian Erectors Ltd, thrust modification to bridges 7 & 8, Lachine Canal, Eastern Region. *St Lambert Que:* Town & Countries Nurseries Reg'd, landscaping, St Lambert Lock; Concrete Repairs & Waterproofing Co Ltd, grouting of cable galleries & cross-over tunnel, St Lambert Lock. *Beauharnois Que & Iroquois Ont:* Laberge & Lalonde Ltd, supply & installation of chain link fences at Canal Yards. *St Catharines Ont:* T R Services Ltd, supply & installation of public address system at Lock No 1, Welland Canal; Aquamulch Seeding Co Ltd, seeding, West Canal Bank, North of Bridge 15, Welland Canal; Beamer Lathrop Ltd, erection of temporary transmission line on Westchester Ave.

DEPARTMENT OF TRANSPORT

Belle Isle Nfld: Twillingate Engineering & Construction Co Ltd, construction of double dwelling & single dwelling & demolition of existing bldgs. *Gander Nfld:* Gordon S Fletcher & James D Callahan, lowering catch basins & pull pits, International Airport. *Pass Island Nfld:* Benson Builders Ltd, construction of double dwelling, fog alarm bldg, storage shed, tramway & fencing & demolition of existing bldgs. *Charlottetown P E I:* Borden T Myers, construction of non-directional beacon bldg & services. *Halifax N S:* Municipal Spraying & Contracting Ltd, construction of precision approach radar foundation, International Airport. *Yarmouth N S:* Nordbec Construction Inc, construction of non-directional beacon bldg & services. *Forest City N B:* Cardinal Construction Ltd, construction of non-directional beacon bldg & services (Orient Intersection). *Fredericton N B:* Diamond Construction (1961) Ltd, filling & regrading localizer site, clearing & grading glide path site & removal of knoll on approach 15; Cardinal Construction Ltd, construction of non-directional beacon bldg & services. *Moncton N B:* Cardinal Construction Ltd, construction of non-directional beacon bldg & services. *Ancienne Lorette Que:* J Dorion Inc, conversion of heating plant from coal burning to oil fired, Quebec Airport. *Cartierville Que:* Frost Steel & Wire Co (Quebec) Ltd, replacement of fencing, Airport. *Fort Chimo Que:* Arno Electric Reg'd, installation of M/I runway lighting system, Airport. *London Ont:* Keystone Contractors Ltd, construction of water distribution mains & sewage disposal lines, Airport; Universal Electromatics, installation of M/I taxiway lighting, Airport. *Toronto Ont:* Whelpton Electric Ltd, relocation of meteorological observing office, International Airport. *Calgary Alta:* Wyatt Construction Ltd, construction of NDB bldg & services & related work. *Edmonton Alta:* O K Construction Ltd, installation of metal guard rails, Terminal Bldg car parking area, International Airport; O K Construction Ltd, relocation of field office & field soils laboratory, International Airport; Alberta Trailer Co (1961) Ltd, construction of trailer for transient personnel for Wrigley, NWT. *Kamloops B C:* Gilmour Construction & Engineering Co Ltd, construction of Air Terminal Bldg & related work. *Vancouver B C:* Brockbank & Hemingway Ltd, construction of precision approach radar foundations & related work, International Airport; Modern Building Cleaning Service of Canada Ltd, cleaning of air terminals & other bldgs, International Airport.

In addition, this Department awarded seven contracts containing the General Fair Wages Clause.

PRICES AND THE COST OF LIVING

Consumer Price Index, June 1963

The consumer price index (1949=100) rose 0.4 per cent from 132.3 in May to 132.8, a new high, in June. The June index was 1.8 per cent above the June 1962 index of 130.5.*

Increases occurred in the food, clothing, health and personal care and recreation and reading indexes. The transportation index declined, and the housing and tobacco and alcohol indexes were unchanged.

The food index rose 1.1 per cent from 128.3 to 129.7. Prices were substantially higher for sugar and a number of fresh fruits and vegetables, particularly grapefruit, apples, potatoes, onions, carrots, and lettuce. Smaller price increases were reported for a wide variety of foods, including beef, pork, milk, bread and flour, jam, coffee, jelly powder, and orange juice. Prices were lower for eggs, fish and chicken, butter, oranges, strawberries, tomatoes and cabbage.

The housing index was unchanged at 136.0. A small decline in the household operation component was offset by a fractional rise in the shelter component. In shelter, both rents and home-ownership were up slightly. In household operation, price decreases were recorded for coal, furniture, drapery material, some utensils and equipment, and household detergents.

The clothing index rose 0.3 per cent from 115.6 to 116.0. Higher prices for men's, women's and children's wear and clothing services outweighed a small decline in footwear.

The transportation index declined 0.2 per cent, from 140.6 to 140.3, as a result of the rescinding of the May transit fare increase in Toronto. The automobile operation component increased with higher prices for new cars, motor oil, and automobile licences. Higher train and interurban bus fares moved the travel index.

The health and personal care index rose 0.1 per cent, from 162.6 to 162.7, as the personal care component increased but the health care index remained unchanged.

The recreation and reading index moved from 148.8 to 149.3, an increase of 0.3 per cent. The reading component was unchanged but the recreation component rose as a result of higher prices for bicycles and sports equipment.

The tobacco and alcohol index was unchanged at 117.8.

Group indexes in June 1962 were: food 125.6, housing 134.9, clothing 113.1, transportation 140.4, health and personal care 158.2, recreation and reading 147.0, tobacco and alcohol 117.9.

City Consumer Price Indexes, May 1963

Consumer prices indexes (1949=100) rose in four cities and fell in six cities between April and May.* Toronto showed the largest change, an increase of 0.4 per cent. All other changes were of the order of 0.1 per cent or 0.2 per cent.

The food indexes declined in all cities except Winnipeg, which registered no change. The decreases ranged from 0.1 per cent in Montreal to 0.6 per cent in Edmonton-Calgary. Movements in the housing component were mixed: three cities had higher indexes, five lower, and two unchanged. Clothing indexes declined in six cities, rose in one, and were constant in three. Five cities showed lower indexes for transportation, three higher and the other two no change. Of the indexes for health and personal care, six were higher, two were lower, and two unchanged. The index for recreation and reading rose in all cities. In seven cities no changes occurred in the tobacco and alcohol indexes; in three cities there were slight decreases.

Regional consumer price index point changes between April and May were: Ottawa —0.3 to 133.1; Edmonton-Calgary —0.3 to 127.1; Vancouver —0.3 to 131.5; St. John's —0.2 to 119.3†; Saskatoon-Regina —0.2 to 127.8; Montreal —0.1 to 132.1; Toronto +0.6 to 134.2; Halifax +0.1 to 131.3; Saint John +0.1 to 133.3; Winnipeg +0.1 to 129.4.

Wholesale Price Index, May 1963

Canada's general wholesale index (1935-39=100) rose 0.6 per cent to 244.4 in May from 242.8 in April. Six of the eight major groups increased and two decreased.

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* *See* Table F-1, page 648.

* *See* Table F-2, page 648.

† On base June 1951=100.

The May index was a new record high and compares with the previous high of 243.7 reached in July 1951. The May 1962 index was 239.3.

The vegetable products group index advanced 2.4 per cent to 230.0 from 224.7, the animal products group index was up 0.3 per cent to 242.4 from 251.6, the textile products group index moved up 0.2 per cent to 249.4 from 248.9, and the wood products group index moved up 0.4 to 322.5 from 321.2. The index for the non-ferrous metals products group edged up to 196.7 from 196.5 and that for the chemical products group to 190.4 from 190.1.

The non-metallic minerals products group index dropped 0.4 per cent to 188.3 from 189.1. The iron products group index eased off to 253.1 from 253.2.

The index of Canadian farm product prices (1935-39=100) advanced 2.6 per cent, from 217.0 to 222.7, in the four-week period ended May 24. The animal products index moved up 3.8 per cent, from 262.6 to 272.7, and the field products index, 0.8 per cent from 171.4 to 172.7.

The residential building materials price index (1935-39=100) edged up 0.1 per cent in May to 299.4 from 299.0 in April. On the 1949 base it moved from 131.1 to 131.3. The non-residential building materials price index (1949=100) declined 0.1 per cent in May, to 133.6 from 133.7.

U.S. Consumer Price Index, May 1963

For the second successive month, the United States consumer price index (1957-59=100) was unchanged; between mid-April to mid-May it remained at 106.2, a record. In May 1962 it was 105.2. Lower prices for meats, poultry, eggs and dairy products offset increases elsewhere.

British Index of Retail Prices, April 1963

The British index of retail prices (Jan. 16, 1962=100) rose 0.3 per cent from 103.7 at mid-March to 104.0 at mid-April. At mid-April 1962 it was 101.9. The food group index was unchanged during the month but the housing group index rose 1.6 per cent as a result of tax and rent increases. The transportation and vehicles, and the miscellaneous goods indexes were up 0.5 per cent.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Application for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE. List No. 177

Accident Prevention

1. GREAT BRITAIN. MINISTRY OF LABOUR. *Safety in the Use of Mechanical Power Presses.* London, HMSO, 1962. Pp. [48]

"It is a particular aim of this booklet to encourage the formation of training schemes for press setters and operators, covering safe methods of setting and operating machines and an understanding of the interaction between guard and press under working conditions."

2. NATIONAL SAFETY COUNCIL. *Safety Guide for Unions.* Chicago, 1962. Pp. 230.

3. U.S. BUREAU OF LABOR STANDARDS. *The Fundamentals of Accident Prevention.* Washington, GPO, 1962. Pp. 14.

Briefly outlines four elements of a safety program: "1. Top management leadership. 2. A safe and healthful place to work. 3. Proper training and supervision. 4. Employee participation and interest."

4. U.S. BUREAU OF LABOR STANDARDS. *Maintenance and Safety.* Washington, GPO [1961, i.e. 1962] Pp. 15.

Explains how "preventive maintenance will reduce failures of production machines and equipment, and result in better efficiency and thus fewer unforeseen breakdowns with lower accident and injury losses."

Annual Reports

5. BRITISH COLUMBIA. CIVIL SERVICE COMMISSION. *Forty-fourth Annual Report, 1962.* [*Victoria?*] 1963. Pp. 26.

6. CANADA. DEPARTMENT OF LABOUR. *Annual Report for the Fiscal Year ended March 31, 1962.* Ottawa, Queen's Printer, 1963. Pp. 103.

7. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Working Conditions in Canadian Industry, 1962.* Ottawa, Queen's Printer, 1963. Pp. 137.

8. CANADA. UNEMPLOYMENT INSURANCE COMMISSION. *Twenty-first Annual Report, Fiscal Year ending March 31, 1962.* Ottawa, Queen's Printer, 1963. Pp. 73.

9. MANITOBA. WORKMEN'S COMPENSATION BOARD. *Annual Report, 1962.* Winnipeg, 1963. Pp. 27.

10. NEW BRUNSWICK. WORKMEN'S COMPENSATION BOARD. *Forty-fourth Annual Report, 1962.* St. John, 1963. Pp. 28.

11. NEW YORK (STATE). STATE COMMISSION AGAINST DISCRIMINATION. *Report of Progress; a Review of the Program for 1961 of the State Commission Against Discrimination.* New York [1962?] Pp. 123.

12. NEWFOUNDLAND. WORKMEN'S COMPENSATION BOARD. *Annual Report for 1962.* St. John's, 1963. Pp. 42.

13. NOVA SCOTIA. WORKMEN'S COMPENSATION BOARD. *Report for 1962.* Halifax, Queen's Printer, 1963. Pp. 33.

14. ONTARIO. CIVIL SERVICE COMMISSION. *Report, April 1, 1960-December 31, 1961.* Toronto, Queen's Printer, 1962. Pp. 51.

15. ONTARIO. DEPARTMENT OF LABOUR. *Forty-third Report for the Fiscal Year ending March 31, 1962.* Toronto, 1963. Pp. 124.

16. PRINCE EDWARD ISLAND. DEPARTMENT OF WELFARE AND LABOUR. *Seventh Annual Report for the Fiscal Year ended March 31st, 1962.* Charlottetown [1963?] Pp. 38.

Economic Conditions

17. NATIONAL BUREAU OF ECONOMIC RESEARCH. *Tested Knowledge of Business Cycles. Forty-second Annual Report; a Record for 1961 and Plans for 1962.* New York, 1962. Pp. 118.

18. ONTARIO. DEPARTMENT OF ECONOMICS AND DEVELOPMENT. INDUSTRIAL DEVELOPMENT BRANCH. *Ontario Industrial Review, 1962.* Toronto, 1963. Pp. 60.

19. U.S. CONGRESS. JOINT ECONOMIC COMMITTEE. *January 1963 Economic Report of the President. Hearings before the Joint Economic Committee, Congress of the United States, Eighty-eighth Congress, First Session, pursuant to Sec. 5(a) of Public Law 304 (79th Congress).* Washington, GPO, 1963. 2 volumes.

Hearings held between January 28 and February 6, 1963. Vol. 1 contains the Hearings; Vol. 2 contains Statements and Letters of Economic Interest Groups representing banking, business, labour, agriculture, and, consumer organizations.

20. U.S. CONGRESS. JOINT ECONOMIC COMMITTEE. *1963 Joint Economic Report; Report . . . on the January 1963 Economic Report of the President, with Minority and Other Views.* Washington, GPO, 1963. Pp. 114.

Education

21. PARNES, HERBERT S. *Forecasting Educational Needs for Economic and Social Development.* Paris, Organization for Economic Co-operation and Development, 1962. Pp. 113.

Discusses the Mediterranean Regional Project which represents an attempt by research groups in Greece, Italy, Portugal, Spain, Turkey and Yugoslavia to prepare an assessment of national educational needs up to 1975 and to suggest ways of achieving these needs.

22. U.S. OFFICE OF EDUCATION. *Opening (Fall) Enrollment in Higher Education, 1962: Institutional Data.* Washington, GPO, 1962. Pp. 35.

Employment Management

23. BENEDICT, TRUMAN G. *Comparing Career Service Systems; a Preliminary Study,* by Truman G. Benedict, Crawford R. Buell [and] Charles M. Ellison. Chicago, Public Personnel Association [1961?] Pp. 15.

Explains a plan, developed by the authors, which compares and differentiates features in several U.S. federal career systems and in two U.S. companies.

24. JURGENSEN, CLIFFORD E. *Employee Performance Appraisal Re-examined,* by Clifford E. Jurgensen, Felix M. Lopez, Jr. [and] Kenneth E. Richards. Chicago, Public Personnel Association, 1961. Pp. 29.

Contents: Recent Trends in Employee Performance Evaluation. Developing an Employee Performance-Appraisal Plan. Facts, Fears, and Fallacies about Performance Appraisal.

25. KAMIN, ROBERT Y. *Supervisory Training in Small Industry.* New York, Carlton Press, 1962. Pp. 147.

Some of the topics discussed are induction and training of new employees; the establishment and control of discipline; absenteeism and tardiness; the supervisor and safety; supervision and leadership; supervision and the control of waste; the waste of time and manpower; grievance and grievance control; production planning and control; and, the supervisor and time study.

26. KLEINMANN, JACK H. *Fringe Benefits for Public School Personnel; a Comparative Study of Principles and Practices in Education, Government, and Private Employment.* New York, Bureau of Publications, Teachers College, Columbia University, 1962. Pp. 178.

"Originally written as a doctoral dissertation at . . . Columbia University."

This book discusses the following types of benefits: group health insurance, paid sick leave, group life insurance, retirement, and time off and self-improvement.

27. KRAUSE, ROBERT D. *The Pros and Cons of Longevity Pay Plans.* Chicago, Public Personnel Association, 1959. Pp. 41.

Longevity pay is "extra pay for long service". This report explains what longevity pay is, current trends, characteristics of present longevity plans, alternatives to longevity pay, basic longevity principles, and steps in adopting a longevity pay plan.

Industrial Relations

28. ALEXANDER, ROBERT JACKSON. *Labor Relations in Argentina, Brazil, and Chile.* New York, McGraw-Hill, 1962. Pp. 411.

Describes how industrial relations are carried on in Argentina, Brazil and Chile, and how collective bargaining functions in these countries. As well, the living conditions of workers, the problems involved in recruiting the labour force, and other matters, such as social security, are examined.

29. KINGSTON, ONT. QUEEN'S UNIVERSITY. INDUSTRIAL RELATIONS CENTRE. *First Annual Report, December 1961.* Kingston ¿1962?] Pp. [8].

Labour Organization

30. BEIRNE, JOSEPH A. *New Horizons for American Labor.* Introd. by Paul H. Douglas. Washington, Public Affairs Press, 1962. Pp. 89.

The author is president of the Communications Workers of America. He talks about some problems facing the trade union movement and suggests some solutions for them.

31. GALVIN, MILES E. *Unionism in Latin America.* Ithaca, New York State School of Industrial and Labor Relations, Cornell University, 1962. Pp. 58.

The Labor Relations Institute of the University of Puerto Rico (where the author is an instructor) conducted a Latin American Union Leadership Training Program. The author visited many of the participants in the Training Program and has based his report on what he learned from the participants about their unions.

32. INTERNATIONAL CONFEDERATION OF FREE TRADE UNIONS. *Report of the Seventh World Congress, Berlin, 5-13 July, 1962, including the Report on Activities and the Financial Reports for 1959-1961.* Brussels, 1962. Pp. 788.

33. INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA. PUBLIC REVIEW BOARD. *Fifth Annual Report, 1961-1962.* Detroit, 1963. Pp. 44.

Covers the period October 1, 1961 to September 30, 1962, during which time 32 formal matters were brought before the Board and 68 informal complaints were presented.

34. MALKOSH, NOAH. *Histadrut in Israel; its Aims and Achievement.* 1st ed. New York, Histadrut, General Federation of Labor in Israel, in co-operation with National Committee for Labor, Israel, 1961. Pp. 120.

A history of Histadrut (also known as General Federation of Jewish Labour in Israel).

35. NOVA SCOTIA. DEPARTMENT OF LABOUR. STATISTICAL ANALYSIS SECTION. *Labour Organization in Nova Scotia.* Halifax, 1962. Pp. 9.

A brief examination of the history and membership of labour organizations in Nova Scotia.

36. ONTARIO FEDERATION OF LABOUR (CLC). *Report of Proceedings, 6th Annual Convention, Niagara Falls, November 5th, 6th, 7th, 1962.* [Toronto, 1963?] Pp. 162.

37. PATTISON, GEORGE. *An Outline of Trade Union History; an Introduction for Young People and Others.* London, Barrie and Rockliff, c1962. Pp. 143.

Most of the book is devoted to a history of British trade unionism to 1939; the rest of the book explains the structure of modern trade unionism and deals with such topics as the closed shop, the selection of full-time officials, and the work of the TUC.

38. TURNER, HERBERT ARTHUR. *Trade Union Growth Structure and Policy; a Comparative Study of the Cotton Unions.* London, Allen & Unwin, 1962. Pp. [413].

Labouring Classes

39. LODGE, GEORGE CABOT. *Spearheads of Democracy; Labor in the Developing Countries.* 1st ed. New York, Published for the Council on Foreign Relations by Harper & Row, 1962. Pp. 249.

The author was formerly U.S. Assistant Secretary of Labor for International Affairs. He suggests how American labour, management and government can aid labour in developing countries.

40. NEWELL, BARBARA WARNE. *Chicago and the Labor Movement, Metropolitan Unionism in the 1930's.* Urbana, University of Illinois Press, 1961. Pp. 288.

Gives details about unions among the building trades, teamsters, steel, meat packing, clothing, newspaper and retail trades in Chicago between 1929 and 1940. Describes the roles played by the Irish, Jews, and Negroes, social workers, the Roman Catholic Church, ward bosses, local and national figures, the American Federation of Labor, and the Congress of Industrial Organizations in the labour movement in Chicago.

41. ORGANIZATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT: *The Position of the Agricultural Hired Worker; a Survey carried out in Eight European Countries,* by Dr. P. von Blanckenburg . . . Paris, 1962. Pp. [269].

A survey of hired agricultural workers in eight European countries: Belgium, Denmark, France, West Germany, Great Britain, Italy,

Luxemburg, and the Netherlands. Some of the topics discussed are conditions of work and wages, social insurance, and measures taken to improve occupational skill and social position.

42. ROTHMAN, STUART. *A Layman's Guide to Basic Law under the National Labor Relations Act; an Address at the Information Program for Labor and Management at Southern Methodist University, October 17, 1962.* Washington, GPO, 1962. Pp. 52.

43. SOUTER, LESLEY SCOTT. *Women Engineers in the U.S.S.R.; a Study of the Education, Employment and Prospects of Women Engineers in the U.S.S.R.,* carried out under the auspices of the Caroline Haslett Memorial Trust. London, Caroline Haslett Memorial Trust, 1960. Pp. 28.

44. STEVENS, CARL M. *Strategy and Collective Bargaining Negotiation.* New York, McGraw-Hill, c1963. Pp. 192.

"This is an inquiry into tactics, strategy, and collective bargaining negotiation over terms and conditions of employment."

45. SULLIVAN, JOHN ALAN. *Red Sails on the Great Lakes,* by J. A. (Pat) Sullivan. Toronto, Macmillan, 1955. Pp. 189.

The author was one of the founders of the Canadian Seamen's Union and active in organizing seamen on the Great Lakes. He tells about joining the Communist Party in 1936 and about his association with the Party until he quit in 1947.

46. UNITED STEELWORKERS OF AMERICA. *Shorter Work Week; Labor's New Goal to help solve the Problem of Unemployment and distribute the Benefits of Modern Technology.* [Pittsburgh, 1963?] Pp. 64.

Management

47. AMERICAN MANAGEMENT ASSOCIATION. *Simulation: its Use in Employee Selection and Training,* by John W. Platner and Lowell W. Herron. New York, 1962. Pp. 21.

A brief explanation of the "Management Trial Exercise" (or, MATRIX), a business exercise developed by Procter and Gamble Company for new recruits in the company to show them some of the problems which a plant manager must handle.

48. STRAUSS, GEORGE. *Tactics of Lateral Relationship: the Purchasing Agent.* Berkeley, University of California, Institute of Industrial Relations, 1962. Pp. [161]-186.

"This is a study of the tactics used by one functional group in an organization—purchasing—to influence the behavior of other functional departments of relatively equal status. It deals in part with 'office politics' and 'bureaucratic gamesmanship'."

Pensions

49. CANADIAN PENSION CONFERENCE. *Proceedings of Meeting, November 14, 1962.* [Toronto?] 1962. Pp. 31.

50. U.S. BUREAU OF CENSUS. *Employee-Retirement Systems of State and Local Governments.* Washington, GPO, 1959. Pp. 49.

Vocational Guidance

51. CALVERT, ROBERT. *Planning your Career,* by Robert Calvert and John E. Steele. New York, McGraw-Hill, c1963. Pp. 152.

". . . This practical book offers you concrete assistance in selecting your career goal, finding the right job, and achieving career success. Specific, proven suggestions tell you how to organize your job campaign, locate potential employers, make the most of company training programs, develop professional stature."

52. U.S. BUREAU OF EMPLOYMENT SECURITY. *Counseling and Employment Service for Youth. Supplement 1 to Counseling and Employment Service for Special Worker Groups.* Washington, GPO, 1963. Pp. 84.

Miscellaneous

53. AUTOMOBILE MANUFACTURERS ASSOCIATION. *Automobile Facts and Figures.* 1963 Edition. Detroit, 1963. Pp. 71.

54. CANADIAN PULP AND PAPER ASSOCIATION. *Proceedings, Forty-ninth Annual Meeting, 1962.* [Montreal, 1963?] Pp. 40.

55. CONFERENCE ON ECONOMIC PROGRESS, WASHINGTON, D.C. *Key Policies for Full Employment; Expand Consumption: Lift Wages, Enlarge Public Programs, Reduce Taxes.* Washington, 1962. Pp. 73.

56. ROSS, ROMAINE KAY. *Local Government in Ontario.* 2d ed. Toronto, Canada Law Book Company Ltd., 1962. Pp. 124.

Describes the nature, organization, jurisdiction and powers of local authorities in Ontario.

57. TORONTO. UNIVERSITY. COMMERCE CLUB. *The Commerce Journal, 1963.* Toronto, 1963. Pp. 80.

Partial Contents: Labour looks ahead [an article about automation and labour] by Claude Jodoin. Industrial Development Bank, by J. W. Sivers. Income for Tax Purposes and Business Purposes, by F. G. Townsend and Michael Carr. The Future of Labour-Management Relations in North America, by the Commerce Club.

58. U.S. BUREAU OF THE CENSUS. *United States Census of Population: 1960. Detailed Characteristics. Final Report, PC(1)-D.* Washington, GPO, 1962-1963. 53 parts.

Consists of a U.S. summary, a chapter for each of the 50 States, the District of Columbia, and Puerto Rico.

59. U.S. SMALL BUSINESS ADMINISTRATION. *Starting and Managing a Small Building Business,* by John R. Immer. Washington, GPO, 1962. Pp. 102.

"This booklet . . . is being published (1) to help prospective owner-managers decide whether they are the type who can make money in building, and (2) to supply them with some basic management 'know-how' to help them . . ." Includes a number of case studies.

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LABOUR STATISTICS

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A—Labour Force

TABLE A-1—REGIONAL DISTRIBUTION, WEEK ENDED JUNE 22, 1963

(estimates in thousands)

Source: DBS Labour Force Survey

—	Canada	Atlantic Region	Quebec	Ontario	Prairie Region	British Columbia
The Labour Force	6,839	614	1,909	2,506	1,187	623
Men	4,968	465	1,409	1,783	863	448
Women	1,871	149	500	723	324	175
14—19 years	698	67	211	249	115	56
20—24 years	893	94	295	283	151	70
25—44 years	3,022	251	851	1,126	516	278
45—64 years	2,018	183	507	766	360	202
65 years and over	208	19	45	82	45	17
Employed	6,535	575	1,796	2,417	1,156	591
Men	4,729	432	1,314	1,720	838	425
Women	1,806	143	482	697	318	166
Agriculture	688	33	132	189	311	23
Non-agriculture	5,847	542	1,664	2,228	845	568
Paid Workers	5,353	473	1,518	2,076	775	511
Men	3,745	343	1,075	1,441	523	363
Women	1,608	130	443	635	252	148
Unemployed	304	39	113	89	31	32
Men	239	33	95	63	25	23
Women	65	*	18	26	*	*
Persons not in the Labour Force	5,616	646	1,673	1,835	933	529
Men	1,219	163	357	357	208	134
Women	4,397	483	1,316	1,478	725	395

*Less than 10,000.

TABLE A-2—AGE, SEX AND MARITAL STATUS, WEEK ENDED JUNE 22, 1963

(estimates in thousands)

SOURCE: DBS Labour Force Survey

—	Total	14–19 years all persons	20–64 years				65 years and over all persons
			Men		Women		
			Married	Other	Married	Other	
Population 14 years of age and over[1]	12,455	1,906	3,599	987	3,701	926	1,336
Labour force	6,839	698	3,494	892	902	645	208
Employed	6,535	604	3,392	822	887	629	201
Unemployed	304	94	102	70	15	16	*
Not in labour force	5,616	1,208	105	95	2,799	281	1,128
Participation rate[2]							
1963, June 22	54.9	36.6	97.1	90.4	24.4	69.7	15.6
May 18	53.6	30.9	96.9	87.7	23.9	69.0	15.7
Unemployment rate[3]							
1963, June 22	4.4	13.5	2.9	7.8	1.7	2.5	*
May 18	5.2	10.3	4.3	10.4	2.1	2.8	*

(1) Excludes inmates of institutions, members of the armed services, Indians living on reserves and residents of the Yukon and Northwest Territories.

(2) The labour force as a percentage of the population 14 years of age and over.

(3) The unemployed as a percentage of the labour force.

* Less than 10,000.

TABLE A-3—UNEMPLOYED, WEEK ENDED JUNE 22, 1963

(estimates in thousands)

SOURCE: DBS Labour Force Survey

—	June 1963	May 1963	June 1962
Total unemployed	304	346	301
On temporary layoff up to 30 days	10	17	11
Without work and seeking work	294	329	290
Seeking full-time work	271	316	268
Seeking part-time work	23	13	22
Seeking under 1 month	109	74	110
Seeking 1–3 months	76	92	69
Seeking 4–6 months	46	94	42
Seeking more than 6 months	63	69	69

B—Labour Income

TABLE B-1—ESTIMATES OF LABOUR INCOME, BY INDUSTRY

NOTE: Monthly and quarterly figures may not add to annual totals because of rounding.

($ Millions)

SOURCE: Dominion Bureau of Statistics

Year and Month	Monthly Totals			Quarterly Totals[1]						
	Mining	Manufacturing	Transportation, Storage and Communication[2]	Forestry	Construction	Public utilities	Trade	Finance Services (including Government)	Supplementary Labour income	Totals[3]
1958—Total	527	4,823	1,685	270	1,317	307	2,360	4,303	727	16,521
1959—Total	552	5,096	1,785	288	1,279	332	2,528	4,652	743	17,459
1960—Total	560	5,246	1,810	326	1,214	348	2,640	5,099	795	18,251
1961—Total	554	5,404	1,861	285	1,224	362	2,740	5,596	824	19,068
1962—Total	570	5,808	1,910	306	1,326	384	2,884	6,079	867	20,359
1962—										
April	45.8	474.2	153.5							1,639.0
May	47.7	487.0	160.2	65.7	332.2	94.6	718.0	1,534.6	216.0	1,703.0
June	49.0	497.6	161.5							1,753.3
July	49.4	490.4	165.6							1,738.0
August	49.1	496.1	166.8	85.8	403.5	99.6	726.5	1,518.9	220.1	1,753.5
September	48.5	503.9	164.3							1,780.5
October	47.9	498.9	165.2							1,764.8
November	47.6	495.2	162.0	86.1	336.0	99.5	750.6	1,556.8	221.4	1,743.0
December	46.6	481.5	157.1							1,692.5
1963—										
January	47.5	484.4	157.7							1,699.4
February	47.8	488.7	157.6	68.0	272.8	97.2	731.9	1,603.0	222.1	1,699.8
March*	47.0	494.4	156.3							1,714.6
April†	46.8	502.5	160.6							1,744.6
Seasonally Adjusted										
1958—Total	527	4,823	1,685	270	1,317	307	2,360	4,303	727	16,521
1959—Total	552	5,096	1,785	288	1,279	332	2,528	4,652	743	17,459
1960—Total	560	5,246	1,810	326	1,214	348	2,640	5,099	795	18,251
1961—Total	554	5,404	1,861	285	1,224	362	2,740	5,596	824	19,068
1962—Total	570	5,808	1,910	306	1,326	384	2,884	6,079	867	20,359
1962—										
April	47.7	479.7	158.6							1,680.3
May	47.7	483.1	159.4	75.2	333.4	94.8	718.3	1,507.4	215.7	1,691.7
June	48.0	484.3	156.7							1,694.6
July	48.4	486.4	158.1							1,703.6
August	48.1	487.3	159.7	79.3	332.5	97.0	724.9	1,532.4	218.2	1,709.2
September	47.8	489.8	159.0							1,712.8
October	47.6	491.5	161.9							1,722.8
November	47.4	494.3	160.6	74.0	334.8	99.4	733.6	1,558.6	220.4	1,728.7
December	46.8	494.3	160.4							1,730.1
1963—										
January	48.1	499.5	164.4							1,771.4
February	48.7	500.6	164.6	77.4	348.4	99.8	751.7	1,615.7	225.3	1,768.8
March*	47.6	503.9	164.8							1,778.4
April†	48.8	508.0	165.8							1,787.3

[1] Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals.

[2] Includes post office wages and salaries.

[3] Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown.

*Revised.

†Preliminary.

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees; at April 1963 employees in the principal non-agricultural industries reported a total employment of 2,842,862. Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners in the reporting firms.

TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

SOURCE: *Employment and Payrolls*, DBS

Year and Month	Industrial Composite[1]			Manufacturing		
	Index Numbers (1949–100)		Average Weekly Wages and Salaries	Index Numbers (1949–100)		Average Weekly Wages and Salaries
	Employment	Average Weekly Wages and Salaries		Employment	Average Weekly Wages and Salaries	
Averages						
1957	122.6	158.1	67.93	115.8	159.1	69.94
1958	117.9	163.9	70.43	109.8	165.3	72.67
1959	119.7	171.0	73.47	111.1	172.5	75.84
1960	118.7	176.5	75.83	109.5	177.8	78.19
1961	118.1	181.8	78.11	108.9	183.6	80.73
1962—						
April	116.7	186.7	80.21	110.4	189.0	83.11
May	121.3	188.1	80.79	113.7	190.4	83.72
June	125.0	188.7	81.05	116.4	190.4	83.72
July	125.8	188.3	80.90	115.5	189.1	83.13
August	127.0	188.1	80.80	117.6	187.9	82.62
September	126.5	189.5	81.40	117.6	190.8	83.91
October	125.4	189.9	81.57	115.9	191.8	84.34
November	124.3	189.8	81.53	114.7	192.3	84.55
December	120.2	182.6	78.45	110.9	183.6	80.71
1963—						
January	117.8	190.6	81.90	111.6	193.5	85.09
February	117.4	192.9	82.87	112.2	194.2	85.41
March*	117.7	193.1	82.96	112.8	195.5	85.95
April†	119.1	194.6	83.60	113.6	197.3	86.74

[1]Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

*Revised.

†Preliminary.

TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949=100) (The latest figures are subject to revision)

SOURCE: *Employment and Payrolls*, DBS

Area	Employment Index Numbers			Average Weekly Wages and Salaries		
	Apr. 1963	Mar. 1963	Apr. 1962	Apr. 1963	Mar. 1963	Apr. 1962
				$	$	$
Provinces						
Newfoundland	117.7	114.4	115.5	76.11	75.46	73.30
Prince Edward Island	112.2	104.8	114.6	62.42	63.06	61.53
Nova Scotia	88.7	88.3	91.0	69.29	68.20	65.72
New Brunswick	92.7	98.6	92.4	69.57	70.78	66.05
Quebec	118.1	116.0	116.3	81.26	80.45	77.50
Ontario	123.7	121.8	119.9	86.59	85.75	83.27
Manitoba	107.9	106.1	106.9	77.24	76.62	75.00
Saskatchewan	120.1	115.9	117.2	77.99	77.77	75.97
Alberta (including Northwest Territories)	150.0	152.1	149.0	83.53	84.24	81.32
British Columbia (including Yukon)	114.8	113.9	111.6	90.45	90.63	87.15
Canada	**119.2**	**117.7**	**116.7**	**83.55**	**80.96**	**80.21**
Urban areas						
St. John's	138.7	135.1	130.0	62.54	62.34	60.18
Sydney	79.9	76.5	72.6	83.98	78.67	77.49
Halifax	115.8	123.8	119.5	70.96	69.86	67.84
Moncton	99.6	98.4	102.9	63.53	63.44	61.82
Saint John	104.7	119.6	105.8	70.46	71.58	64.21
Chicoutimi—Joncquiere	105.9	101.0	105.8	102.63	98.98	97.11
Quebec	123.3	120.2	116.9	72.72	71.64	68.64
Sherbrooke	109.1	108.4	103.1	70.41	69.36	66.78
Shawinigan	98.1	96.5	100.8	91.92	91.36	85.89
Three Rivers	115.5	110.6	112.5	74.99	74.49	72.26
Drummondville	83.7	82.9	57.6	67.88	67.93	65.49
Montreal	127.1	124.8	125.5	82.54	81.83	79.13
Ottawa–Hull	132.5	129.5	130.1	77.07	76.76	74.17
Kingston	119.0	115.5	112.4	80.05	79.90	77.42
Peterborough	96.4	95.3	94.1	91.75	90.65	90.04
Oshawa	200.1	198.2	185.3	109.56	105.82	104.88
Toronto	138.9	137.3	134.7	86.88	86.36	83.52
Hamilton	115.7	113.3	111.3	92.57	90.72	89.25
St. Catharines	113.2	110.7	110.1	96.32	95.92	94.27
Niagara Falls	97.2	92.5	96.1	83.94	84.65	83.19
Brantford	87.8	84.9	80.9	81.64	80.31	75.42
Guelph	129.3	128.4	119.6	76.04	76.70	73.73
Galt	118.6	116.9	113.2	73.64	74.83	71.66
Kitchener	137.2	134.0	127.0	78.12	77.91	74.96
Sudbury	125.0	125.0	143.9	94.05	92.74	92.00
Timmins	87.6	87.9	88.1	74.79	72.96	72.48
London	139.2	135.9	132.9	78.56	78.39	75.57
Sarnia	130.4	127.5	130.3	108.89	106.31	104.64
Windsor	76.0	73.9	73.1	96.51	93.81	90.03
Sault Ste. Marie	148.1	141.5	145.7	104.65	107.29	100.65
Fort William–Port Arthur	106.2	99.1	99.8	81.22	81.83	79.48
Winnipeg	109.5	108.0	107.8	73.88	73.49	71.99
Regina	139.8	135.2	134.5	77.20	76.71	75.70
Saskatoon	137.0	131.2	132.6	72.34	72.01	70.74
Edmonton	197.2	196.7	193.1	78.66	78.69	75.95
Calgary	173.3	171.8	173.8	82.26	82.62	80.41
Vancouver	116.0	115.1	111.6	88.63	87.94	85.23
Victoria	115.0	114.2	112.2	82.35	82.30	79.79

TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949=100) (The latest figures are subject to revision)

SOURCE: *Employment and Payrolls*, DBS

NOTE: Information for other industries is given in Employment and Payrolls

Industry	Employment			Average Weekly Wages and Salaries		
	Apr. 1963	Mar. 1963	Apr. 1962	Apr. 1963	Mar. 1963	Apr. 1962
				$	$	$
Mining	**110.2**	**111.9**	**113.3**	**102.68**	**101.46**	**98.49**
Metal mining	126.2	126.2	130.2	103.28	100.40	99.79
Gold	66.9	66.5	68.4	84.42	80.40	81.41
Other metal	181.2	181.7	187.5	109.75	107.21	106.02
Fuels	76.2	83.4	79.7	108.20	108.94	101.89
Coal	38.0	36.5	37.9	81.37	76.14	74.50
Oil and natural gas	232.0	274.7	250.2	126.12	126.74	118.84
Non-metal	138.0	130.7	135.7	91.29	92.08	86.99
Manufacturing	**113.7**	**112.8**	**110.4**	**86.70**	**85.95**	**83.11**
Durable goods	119.3	118.3	114.7	93.69	92.47	89.59
Non-durable goods	109.0	108.3	106.7	80.28	79.98	77.27
Food and beverages	107.7	105.4	107.9	77.10	76.80	73.98
Meat products	129.2	128.1	129.6	86.02	85.12	82.73
Canned and preserved fruits and vegetables	82.9	81.1	82.8	70.35	70.62	68.01
Grain mill products	93.1	92.6	97.4	84.65	83.63	79.46
Bread and other bakery products	108.9	109.1	109.5	71.04	70.08	68.48
Distilled and malt liquors	93.1	91.4	94.2	105.17	104.73	100.24
Tobacco and tobacco products	106.8	112.2	99.7	78.10	75.93	74.99
Rubber products	109.3	107.9	102.3	84.23	89.17	84.44
Leather products	88.7	90.2	88.1	57.01	57.33	54.72
Boots and shoes (except rubber)	95.6	97.4	95.2	55.08	55.69	52.07
Other leather products	76.3	77.2	75.4	61.39	61.09	60.74
Textile products (except clothing)	83.7	83.2	77.8	67.85	68.12	65.51
Cotton yarn and broad woven	72.9	72.5	74.2	63.56	64.59	61.73
Woollen goods	62.5	62.4	59.7	62.65	63.23	61.41
Synthetic textiles and silk	96.4	95.4	77.1	74.27	74.78	72.30
Clothing (textile and fur)	94.0	95.2	91.5	53.89	54.40	51.46
Men's clothing	99.0	99.3	94.1	52.29	52.99	50.20
Women's clothing	101.8	105.9	99.3	55.90	56.44	53.71
Knit goods	72.4	72.6	72.6	53.52	53.57	50.69
Wood products	103.9	104.8	101.2	73.57	75.61	70.22
Saw and planing mills	104.3	106.3	101.1	75.85	79.25	72.13
Furniture	116.8	115.9	112.7	70.95	70.36	68.54
Other wood products	76.7	75.3	78.8	65.59	65.31	62.64
Paper products	124.1	122.1	122.3	100.97	99.26	96.39
Pulp and paper mills	123.7	121.5	121.9	109.10	106.98	103.85
Other paper products	125.0	123.5	123.4	81.64	81.01	78.94
Printing, publishing and allied industries	125.6	125.8	126.0	93.80	94.06	90.79
Iron and steel products	113.2	111.5	106.4	98.34	97.13	94.35
Agricultural implements	75.1	72.4	63.4	105.77	106.38	98.10
Fabricated and structural steel	150.6	146.3	149.4	98.90	98.00	94.88
Hardware and tools	113.8	112.4	104.7	86.34	86.13	82.94
Heating and cooking appliances	101.3	101.9	99.6	82.61	83.67	80.26
Iron castings	97.8	97.8	92.6	92.45	92.69	90.17
Machinery, industrial machinery	133.1	131.6	122.9	94.31	93.04	90.76
Primary iron and steel	129.2	125.9	121.3	113.80	111.03	108.57
Sheet metal products	114.9	113.4	109.6	95.58	94.39	92.32
Wire and wire products	115.5	113.1	109.6	97.03	96.06	93.61
ransportation equipment	116.5	115.2	113.5	103.32	99.64	97.09
Aircraft and parts	227.2	227.3	257.8	99.67	100.64	94.99
Motor vehicles	127.6	125.2	113.9	124.74	116.05	114.93
Motor vehicle parts and accessories	130.8	127.5	113.0	99.67	96.72	98.20
Railroad and rolling stock equipment	51.8	51.5	56.2	86.91	88.13	86.23
Shipbuilding and repairing	155.6	155.6	146.9	94.80	89.03	85.93
Non-ferrous metal products	123.7	122.8	123.6	97.78	95.82	94.01
Aluminum products	137.2	136.6	136.3	94.79	93.62	91.62
Brass and copper products	105.4	104.4	103.4	92.07	91.58	89.75
Smelting and refining	135.0	133.0	138.4	107.53	104.73	102.80
Electrical apparatus and supplies	152.8	152.7	143.7	90.73	90.23	88.67
Heavy electrical machinery	115.0	114.2	105.8	96.88	96.31	96.89
Telecommunication equipment	276.3	279.3	256.9	87.39	86.82	86.84
Non-metallic mineral products	145.8	141.3	144.3	90.37	89.59	86.91
Clay products	82.0	78.2	86.0	83.63	81.92	79.65
Glass and glass products	171.9	172.7	164.3	88.21	87.40	83.41
Products of petroleum and coal	139.3	138.5	137.6	127.66	126.78	122.08
Petroleum refining and products	142.0	141.4	140.4	128.69	127.67	122.95
Chemical products	135.5	133.3	133.3	102.16	101.11	98.33
Medicinal and pharmaceutical preparations	123.7	123.3	121.8	90.41	89.67	85.29
Acids, alkalis and salts	157.9	155.8	155.1	114.49	111.74	109.49
Other chemical products	133.1	130.4	131.3	101.30	100.65	98.29
Miscellaneous manufacturing industries	147.6	147.3	139.8	75.84	75.68	72.77
Construction	**112.1**	**103.7**	**112.3**	**89.15**	**90.06**	**83.49**
Building and general engineering	113.3	105.7	110.3	96.29	96.66	90.27
Highways, bridges and streets	110.2	100.3	115.7	77.05	78.59	72.67
Electric and motor transportation	141.9	139.9	135.3	87.64	87.45	85.37
Service	**157.8**	**155.4**	**152.0**	**59.14**	**58.90**	**57.29**
Hotels and restaurants	134.7	132.4	129.4	44.49	44.58	43.36
Laundries and dry cleaning plants	135.8	133.2	129.1	52.46	51.77	49.93
Industrial composite	**119.2**	**117.7**	**116.7**	**83.55**	**82.96**	**80.21**

TABLE C-4—HOURS AND EARNINGS IN MANUFACTURING, BY PROVINCE

(Hourly Rated Wage-Earners)

SOURCE: *Man-Hours and Hourly Earnings*, DBS

NOTE: Information on hours and earnings by cities is obtainable from *Man-Hours and Hourly Earnings*, DBS

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings*		
	April 1963	March 1963	April 1962	April 1963	March 1963	April 1962
				$	$	$
Newfoundland	42.5	42.0	42.3	1.69	1.67	1.70
Nova Scotia	41.3	40.7	41.2	1.72	1.69	1.65
New Brunswick	41.2	41.6	40.8	1.72	1.70	1.66
Quebec	41.7	41.7	41.1	1.74	1.73	1.69
Ontario	41.1	40.9	40.7	2.05	2.03	1.98
Manitoba	40.4	40.0	39.9	1.81	1.79	1.76
Saskatchewan	38.9	38.7	39.0	2.04	2.03	2.01
Alberta (includes Northwest Territories)	39.4	39.5	40.2	2.04	2.02	2.00
British Columbia (includes Yukon Territory)	38.0	38.8	37.5	2.37	2.35	2.28

*Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.

TABLE C-6—EARNINGS AND HOURS OF HOURLY RATED WAGE EARNERS IN MANUFACTURING

SOURCE: *Man-Hours and Hourly Earnings*, DBS

Period	Hours Worked Per week	Average Hourly Earnings	Average Weekly Wages	Index Number of Average Weekly Wages (1949=100)	
				Current Dollars	1949 Dollars
		$	$		
Monthly Average 1958	40.2	1.66	66.77	160.0	127.7
Monthly Average 1959	40.7	1.72	70.16	168.1	132.8
Monthly Average 1960	40.4	1.78	71.96	172.4	134.5
Monthly Average 1961	40.6	1.83	74.27	177.9	137.7
Monthly Average 1962	40.7	1.88	76.55	183.4	140.1
Last Pay Period in:					
1962 April	40.6	1.89	76.50	183.3	140.9
May	41.0	1.89	77.51	185.7	142.3
June	41.1	1.88	77.52	185.7	141.8
July	41.0	1.87	76.72	183.8	139.9
August	41.0	1.86	76.17	182.5	139.3
September	41.4	1.88	77.61	185.9	141.4
October	41.3	1.89	77.96	186.8	141.6
November	41.2	1.90	78.09	187.1	141.8
December*	37.3	1.94	72.34	173.3	131.3
1963 January	40.7	1.92	78.26	187.5	141.9
February	40.7	1.93	78.45	187.9	142.3
March†	40.9	1.93	79.01	189.3	143.1
April	41.0	1.95	80.02	191.7	144.9

NOTE:—The index of average weekly wages in 1949 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*.

*Revised.

†Preliminary.

TABLE C-5—HOURS AND EARNINGS BY INDUSTRY

(Hourly Rated Wage-Earners)

SOURCE: *Man Hours and Hourly Earnings*, DBS

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Apr. 1963	Mar. 1963	Apr. 1962	Apr. 1963	Mar. 1963	Apr. 1962	Apr. 1963	Mar. 1963	Apr. 1962
				$	$	$	$	$	$
Mining	**42.2**	**41.1**	**41.5**	**2.23**	**2.24**	**2.19**	**94.18**	**92.32**	**90.83**
Metal mining	42.4	41.0	41.8	2.30	2.29	2.26	97.62	93.93	94.63
Gold	43.5	40.9	42.4	1.81	1.81	1.78	78.82	73.84	75.70
Other metal	41.9	41.0	41.6	2.49	2.47	2.44	104.60	101.33	101.45
Fuels	41.8	41.4	39.9	2.08	2.17	2.05	86.83	90.03	81.98
Coal	42.9	40.0	40.4	1.86	1.83	1.80	79.54	73.24	72.81
Oil and natural gas	39.4	43.2	39.1	2.60	2.58	2.52	102.38	111.29	98.49
Non-metal	42.0	41.7	42.0	2.07	2.11	1.98	87.06	87.98	83.21
Manufacturing	**41.0**	**40.9**	**40.6**	**1.95**	**1.93**	**1.89**	**80.02**	**79.01**	**76.50**
Durable goods	41.6	41.3	41.1	2.12	2.10	2.04	88.09	86.43	83.86
Non-durable goods	40.4	40.6	40.1	1.78	1.77	1.73	72.14	71.83	69.44
Food and beverages	40.5	40.5	40.3	1.73	1.72	1.67	70.11	69.66	67.31
Meat products	40.6	40.2	39.[illegible]	2.01	1.99	1.94	81.44	80.10	76.94
Canned and preserved fruits and vegetables	39.0	39.9	38.6	1.51	1.48	1.49	58.69	58.95	57.69
Grain mill products	42.2	41.2	41.8	1.83	1.83	1.81	77.33	75.45	75.53
Bread and other bakery products	40.8	40.7	41.5	1.60	1.59	1.51	65.11	64.78	62.67
Distilled liquors	40.2	39.6	38.8	2.27	2.27	2.17	91.53	89.72	84.19
Malt liquors	38.8	39.0	39.6	2.46	2.45	2.35	95.43	95.33	93.19
Tobacco and tobacco products	40.1	40.1	38.2	1.81	1.76	1.80	72.52	70.39	68.77
Rubber products	38.9	42.2	41.0	1.94	1.98	1.91	75.39	83.35	78.16
Leather products	39.8	40.5	39.1	1.31	1.30	1.28	52.11	52.62	49.88
Boots and shoes (except rubber)	39.7	40.6	38.6	1.27	1.26	1.23	50.36	51.22	47.60
Other leather products	40.2	40.1	40.1	1.40	1.39	1.37	56.13	55.89	55.15
Textile products (except clothing)	41.9	42.3	41.6	1.46	1.46	1.41	61.19	61.59	58.79
Cotton yarn and broad woven goods	39.5	40.2	40.1	1.49	1.50	1.45	58.82	60.21	57.98
Woollen goods	42.8	43.1	42.7	1.34	1.34	1.31	57.28	57.70	55.93
Synthetic textiles and silk	43.3	43.8	42.4	1.54	1.54	1.50	66.82	67.43	63.65
Clothing (textile and fur)	38.7	39.1	37.9	1.26	1.26	1.22	48.75	49.29	46.30
Men's clothing	38.5	39.1	37.7	1.25	1.25	1.21	48.04	48.95	45.53
Women's clothing	37.1	37.3	37.1	1.36	1.36	1.32	50.50	50.93	48.75
Knit goods	41.2	41.5	40.2	1.18	1.17	1.14	48.57	48.67	45.72
*Wood products	40.8	41.5	40.6	1.71	1.71	1.64	69.70	71.09	66.60
Saw and planing mills	39.9	41.1	39.6	1.83	1.83	1.76	73.00	75.44	69.63
Furniture	42.4	42.0	42.1	1.54	1.54	1.50	65.33	64.71	63.09
Other wood products	42.3	42.7	42.8	1.42	1.40	1.34	59.98	59.55	57.45
Paper products	41.7	40.9	41.0	2.28	2.27	2.20	94.92	92.76	90.30
Pulp and paper mills	41.8	40.9	41.0	2.46	2.45	2.37	102.74	100.17	97.30
Other paper products	41.3	41.2	41.1	1.79	1.78	1.75	74.16	73.26	71.92
Printing, publishing and allied industries	38.7	39.3	39.0	2.40	2.39	2.31	92.89	93.84	90.07
*Iron and steel products	41.6	41.2	41.2	2.25	2.23	2.17	93.54	92.05	89.41
Agricultural implements	42.1	42.4	40.7	2.37	2.37	2.22	99.90	100.43	90.28
Fabricated and structural steel	41.1	40.7	40.7	2.17	2.17	2.12	89.27	88.53	86.28
Hardware and tools	43.1	43.1	42.2	1.87	1.86	1.81	80.55	80.31	76.47
Heating and cooking appliances	38.9	40.2	40.5	1.90	1.90	1.84	73.87	76.20	74.59
Iron castings	42.0	42.2	42.0	2.11	2.11	2.06	88.69	89.14	86.47
Machinery, industrial	42.3	42.0	41.8	2.10	2.07	2.03	88.95	86.81	85.05
Primary iron and steel	41.1	40.1	40.3	2.67	2.65	2.58	109.65	106.30	104.04
Sheet metal products	41.4	41.4	41.3	2.17	2.15	2.12	89.93	88.91	87.53
Wire and wire products	42.0	41.9	41.5	2.18	2.16	2.11	91.68	90.23	87.76
*Transport equipment	42.7	41.6	41.8	2.32	2.28	2.21	98.85	94.80	92.44
Aircraft and parts	40.8	41.2	40.4	2.19	2.20	2.12	89.44	90.89	85.64
Motor vehicles	46.1	43.7	44.9	2.62	2.55	2.48	120.85	111.49	111.51
Motor vehicle parts and accessories	42.8	42.0	42.8	2.24	2.20	2.19	95.95	92.28	93.85
Railroad and rolling stock equipment	39.6	40.0	40.0	2.15	2.16	2.10	84.96	86.23	84.13
Shipbuilding and repairing	41.9	40.1	39.7	2.25	2.19	2.12	94.16	87.94	84.12
*Non-ferrous metal products	41.1	40.5	40.4	2.21	2.19	2.16	90.87	88.52	87.22
Aluminum products	41.5	41.2	41.6	2.01	2.00	1.90	83.65	82.36	78.95
Brass and copper products	41.3	41.1	41.4	2.10	2.08	2.06	86.75	85.68	85.29
Smelting and refining	40.7	39.8	39.9	2.46	2.44	2.41	100.17	97.24	96.07
*Electrical apparatus and supplies	40.7	40.4	40.2	1.94	1.93	1.90	78.85	77.87	76.59
Heavy electrical machinery and equipment	40.1	40.1	40.8	2.17	2.16	2.12	87.01	86.56	86.58
Telecommunication equipment	40.1	39.9	39.8	1.73	1.72	1.75	69.55	68.77	69.55
Refrigerators, vacuum cleaners and appliances	40.6	39.9	39.3	2.04	2.05	1.93	82.85	81.75	76.08
Wire and cable	42.3	41.6	41.1	2.14	2.15	2.12	90.46	89.31	86.96
Miscellaneous electrical products	41.1	40.7	40.2	1.84	1.82	1.80	75.52	74.23	72.39
*Non-metallic mineral products	42.6	42.0	42.2	1.98	1.97	1.92	84.22	82.97	80.98
Clay products	42.1	41.4	42.3	1.82	1.80	1.74	76.80	74.55	73.58
Glass and glass products	41.7	41.1	40.5	2.00	1.98	1.91	83.25	81.62	77.21
Products of petroleum and coal	41.9	41.5	41.8	2.74	2.71	2.67	114.68	112.47	111.68
Petroleum refining and products	42.0	41.5	41.7	2.76	2.74	2.71	116.04	113.51	112.92
Chemical products	41.5	40.8	41.2	2.18	2.17	2.09	90.63	88.64	86.30
Medicinal and pharmaceutical preparations	40.2	39.7	39.6	1.69	1.68	1.60	67.93	66.62	63.54
Acids, alkalis and salts	41.4	40.8	40.9	2.51	2.50	2.39	104.02	101.92	97.99
Miscellaneous manufacturing industries	41.3	41.4	40.8	1.60	1.59	1.54	65.86	65.81	62.91
Professional and scientific equipment	40.9	40.6	40.4	1.95	1.94	1.85	79.65	78.75	74.93
Construction	**40.0**	**40.3**	**38.5**	**2.16**	**2.17**	**2.08**	**86.35**	**87.45**	**80.23**
Building and general engineering	40.0	40.0	38.5	2.34	2.34	2.27	93.38	93.62	87.17
Highways, bridges and streets	39.9	41.1	38.6	1.80	1.81	1.74	71.98	74.43	67.20
Electric and motor transportation	**43.7**	**43.6**	**43.4**	**2.00**	**2.01**	**1.97**	**87.62**	**87.60**	**85.55**
Service	**37.7**	**37.6**	**38.2**	**1.14**	**1.13**	**1.10**	**42.94**	**42.67**	**42.11**
Hotels and restaurants	37.1	37.2	38.0	1.10	1.10	1.07	40.87	40.82	40.63
Laundries and dry cleaning plants	40.8	40.3	40.3	1.08	1.07	1.05	44.03	42.99	42.30

* Durable manufactured goods industries.

D—National Employment Service Statistics

Statistics presented in the following tables relate to registrations for employment and vacancies notified by employers at NES offices. These data are derived from reports prepared in National Employment Service offices and processed in the Unemployment Insurance Section, DBS. See also Technical Note, page 652.

TABLE D-1—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT

(Source: National Employment Service, Unemployment Insurance Commission)

Period	Unfilled Vacancies*			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
End of:						
June 1958	11,011	13,040	24,051	350,897	155,245	506,142
June 1959	14,579	16,464	31,043	193,774	114,377	308,151
June 1960	17,227	15,875	33,102	258,719	131,936	390,655
June 1961	15,103	16,445	31,548	268,284	125,447	393,731
June 1962	22,436	20,672	43,108	237,747	119,561	357,308
July 1962	22,872	17,895	40,767	224,452	113,407	337,859
August 1962	21,214	21,256	42,470	198,639	96,606	295,245
September 1962	20,197	20,658	40,855	188,844	97,890	286,734
October 1962	20,137	17,399	37,536	232,316	105,488	337,804
November 1962	22,077	19,204	41,281	328,801	127,955	456,756
December 1962	14,281	13,638	27,919	473,575	137,429	611,004
January 1963	13,419	12,532	25,951	579,205	163,880	743,085
February 1963	13,412	13,930	27,342	591,207	163,864	755,071
March 1963	16,085	16,459	32,544	584,889	158,307	743,196
April 1963	24,675	20,458	45,133	502,327	149,907	652,234
May 1963[1]	22,865	21,723	44,588	341,869	130,084	471,953
June 1963[1]	23,271	21,726	44,997	261,541	127,631	389,172

[1] Latest figures subject to revision.

* Current Vancancies only. Deferred Vacancies are excluded.

TABLE D-2—REGISTRATIONS RECEIVED, VACANCIES NOTIFIED AMD PLACEMENTS EFFECTED DURING YEAR 1959—1962 AND DURING MONTH, MAY 1962—MAY 1963.

(Source: National Employment Service, Unemployment Insurance Commission)

Year and Month	Registrations Received		Vacancies Notified		Placements Effected	
	Male	Female	Male	Female	Male	Female
1959 Year	2,753,997	1,037,536	753,904	421,927	661,872	324,201
1960 Year	3,046,572	1,107,427	724,098	404,824	641,872	316,428
1961 Year	3,125,195	1,106,790	836,534	469,119	748,790	371,072
1962 Year	3,177,423	1,171,111	1,010,365	544,795	897,285	438,471
1962 May	239,245	95,925	117,362	51,441	107,811	38,595
1962 June	231,507	100,426	92,346	48,564	86,218	39,253
July	251,079	114,963	97,147	56,863	85,399	49,523
August	236,921	104,366	102,784	63,558	89,871	50,865
September	220,755	98,476	96,217	50,615	91,653	42,692
October	272,614	103,871	101,603	45,949	89,619	38,324
November	321,696	113,014	86,859	43,840	74,957	33,481
December	338,121	94,533	58,253	40,470	57,541	39,613
1963 January	331,104	111,102	56,086	35,963	46,669	28,117
February	211,442	75,073	47,295	31,852	39,378	23,755
March	209,852	73,346	54,427	35,090	42,942	24,990
April	210,392	81,258	77,524	39,149	58,986	26,378
May	215,307[1]	90,643[1]	100,832	45,049	88,778	32,272

[1] Preliminary.

TABLE D-3—PLACEMENTS EFFECTED BY INDUSTRY AND BY SEX, DURING MAY 1963

(Source: National Employment Service, Unemployment Insurance Commission)

Industry Group	Male	Female	Total	Change from May 1962
Agriculture, Fishing, Trapping	**5,785**	**1,135**	**6,920**	**— 532**
Forestry	**5,926**	**38**	**5,964**	**— 865**
Mining, Quarrying and Oil Wells	**1,318**	**67**	**1,385**	**— 318**
Metal Mining	750	10	760	— 313
Fuel	161	33	194	+ 18
Non-Metal Mining	279	4	283	+ 63
Quarrying, Clay and Sand Pits	92	2	94	— 41
Prospecting	36	18	54	— 45
Manufacturing	**17,103**	**8,913**	**26,016**	**— 4,985**
Foods and Beverages	2,121	2,600	4,721	— 798
Tobacco and Tobacco Products	40	31	71	— 292
Rubber Products	158	126	284	+ 18
Leather Products	296	356	652	— 77
Textile Products (except clothing)	609	503	1,112	— 69
Clothing (textile and fur)	467	1,849	2,316	— 714
Wood Products	2,506	242	2,748	— 518
Paper Products	1,068	271	1,339	— 377
Printing, Publishing and Allied Industries	769	565	1,334	+ 15
Iron and Steel Products	3,322	463	3,785	— 694
Transportation Equipment	2,578	273	2,851	— 314
Non-Ferrous Metal Products	584	199	783	— 222
Electrical Apparatus and Supplies	531	484	1,015	— 441
Non-Metallic Mineral Products	697	116	813	— 170
Products of Petroleum and Coal	101	10	111	— 12
Chemical Products	670	335	1,005	— 141
Miscellaneous Manufacturing Industries	586	490	1,076	— 179
Construction	**15,339**	**225**	**15,564**	**— 4,875**
General Contractors	10,417	133	10,550	— 3,739
Special Trade Contractors	4,922	92	5,014	— 1,136
Transportation, Storage and Communication	**6,439**	**398**	**6,837**	**— 4,785**
Transportation	5,856	194	6,050	— 4,555
Storage	416	43	459	— 105
Communication	167	161	328	— 125
Public Utility Operation	**465**	**71**	**536**	**— 126**
Trade	**9,764**	**5,261**	**15,025**	**— 3,073**
Wholesale	4,392	1,447	5,839	— 992
Retail	5,372	3,814	9,186	— 2,081
Finance, Insurance and Real Estate	**595**	**1,087**	**1,682**	**— 181**
Service	**26,044**	**15,077**	**41,121**	**— 5,616**
Community or Public Service	1,050	1,379	2,429	— 462
Government Service	15,233	1,148	16,381	— 1,581
Recreation Service	863	262	1,125	— 121
Business Service	1,634	751	2,385	— 365
Personal Service	7,264	11,537	18,801	— 3,087
GRAND TOTAL	**88,778**	**32,272**	**121,050**	**—25,356**

TABLE D-4.—REGISTRATIONS FOR EMPLOYMENT BY OCCUPATION AND BY SEX AS AT MAY 31, 1963.

(SOURCE: National Employment Service, Unemployment Insurance Commission.)

Occupational Group	Registrations for Employment		
	Male	Female	Total
Professional and Managerial Workers	9,736	2,304	12,040
Clerical Workers	18,867	46,012	64,879
Sales Workers	8,332	16,000	24,332
Personal and Domestic Service Workers	36,585	23,165	59,750
Seamen	1,520	24	1,544
Agriculture, Fishing, Forestry (Ex. log.)	4,384	711	5,095
Skilled and Semi-Skilled Workers	152,506	17,233	169,739
Food and kindred products (incl. tobacco)	1,308	566	1,874
Textiles, clothing, etc.	3,281	10,260	13,541
Lumber and lumber products	24,973	108	25,081
Pulp, paper (incl. printing)	1,222	475	1,697
Leather and leather products	1,297	1,374	2,671
Stone, clay and glass products	370	22	392
Metalworking	11,776	805	12,581
Electrical	2,656	903	3,559
Transportation equipment	787	37	824
Mining	2,032	.....	2,032
Construction	34,983	18	35,001
Transportation (except seamen)	31,228	117	31,345
Communications and public utility	889	3	892
Trade and service	5,167	1,411	6,578
Other skilled and semi-skilled	20,895	860	21,755
Foremen	3,236	255	3,491
Apprentices	6,406	19	6,425
Unskilled Workers	109,939	24,635	134,574
Food and tobacco	4,259	7,607	11,866
Lumber and lumber products	12,621	354	12,975
Metalworking	4,213	459	4,672
Construction	55,930	2	55,932
Other unskilled workers	32,916	16,213	49,129
GRAND TOTAL	**341,869**	**130,084**	**471,953**

[1] Preliminary—subject to revision.

TABLE D-5—REGISTRATIONS FOR EMPLOYMENT, BY LOCAL OFFICE AREAS, AT MAY 31, 1963

(Source: National Employment Service, Unemployment Insurance Commission)

Office	Registrations (1) May 31, 1963	Registrations Previous Year May 31, 1962
Newfoundland	**17,427**	**19,298**
Corner Brook	3,564	4,741
Grand Falls	1,355	1,570
St. John's	12,508	12,987
Prince Edward Island	**2,869**	**2,602**
Charlottetown	1,696	1,624
Summerside	1,173	978
Nova Scotia	**23,053**	**23,213**
Amherst	868	897
Bridgewater	903	844
Halifax	6,460	4,925
Inverness	679	622
Kentville	2,353	2,008
Liverpool	389	505
New Glasgow	2,915	2,204
Springhill	920	803
Sydney	3,309	6,131
Sydney Mines	1,171	1,346
Truro	1,460	1,239
Yarmouth	1,626	1,689
New Brunswick	**24,180**	**21,031**
Bathurst	3,496	2,769
Campbellton	2,243	2,287
Edmundston	1,259	1,373
Fredericton	2,240	1,757
Minto	482	553
Moncton (2)	5,997	4,648
Newcastle	2,809	2,192
Saint John	2,910	2,605
St. Stephen	1,361	1,217
Sussex	613	392
Woodstock	770	1,238
Quebec	**154,387**	**148,226**
Alma	2,434	2,731
Asbestos	555	578
Baie Comeau	895	593
Beauharnois	1,192	979
Buckingham	1,100	1,037
Causapscal	2,398	2,329
Chandler	1,556	1,515
Chicoutimi	2,813	2,426
Cowansville	370	278
Dolbeau	1,835	1,840
Drummondville	1,904	2,056
Farnham	447	579
Forestville	525	1,002
Gaspé	1,588	1,533
Granby	1,945	1,761
Hull	3,160	2,959
Joliette	3,203	2,749
Jonquière	3,251	2,635
Lachute	620	634
Lac Mégantic	1,100	1,022
La Malbaie	1,590	1,856
La Tuque	858	902
Lévis	2,149	2,554
Louiseville	782	777
Magog	544	399
Maniwaki	889	908
Matane	2,527	2,821
Mont-Laurier	811	889
Montmagny	1,812	1,869
Montréal	52,767	45,584
New Richmond	1,679	1,731
Port Alfred	1,236	1,229
Québec	8,598	10,880
Rimouski	3,538	4,316
Rivière du Loup	4,268	4,013
Roberval	1,582	1,622
Rouyn	4,042	3,441
Ste. Agathe des Monts	685	585
Ste. Anne de Bellevue	637	742
Ste. Thérèse	1,847	1,461
St. Hyacinthe	1,398	1,218
St. Jean	2,010	1,596
St. Jérôme	1,181	978
Sept-Iles	2,246	1,827
Shawinigan	3,940	3,724
Sherbrooke	3,690	4,180
Quebec—Concluded		
Sorel	1,271	1,179
Thetford Mines	1,011	1,181
Trois-Rivières	3,845	3,837
Val d'Or	2,021	1,985
Valleyfield	1,897	1,976
Victoriaville	1,160	1,054
Ville St. Georges	2,985	3,676
Ontario	**134,877**	**129,635**
Arnprior	199	306
Barrie	1,058	1,185
Belleville	1,493	1,478
Bracebridge	495	736
Brampton	1,035	779
Brantford	1,702	1,781
Brockville	405	510
Carleton Place	215	171
Chatham	1,780	1,643
Cobourg	620	679
Collingwood	399	366
Cornwall	2,152	2,448
Elliot Lake	348	499
Fort Erie	339	343
Fort Frances	426	538
Fort William	1,991	2,232
Galt	1,054	863
Gananoque	122	215
Goderich	219	277
Guelph	822	1,277
Hamilton	10,670	10,457
Hawkesbury	621	586
Kapuskasing	1,525	1,572
Kenora	587	615
Kingston	1,726	1,866
Kirkland Lake	979	1,030
Kitchener	1,948	1,749
Leamington	746	505
Lindsay	492	628
Listowel	228	199
London	3,946	3,488
Long Branch	2,748	2,890
Midland	700	402
Napanee	425	410
New Liskeard	406	472
Newmarket	1,074	1,065
Niagara Falls	1,593	1,423
North Bay	1,436	1,113
Oakville	483	478
Orillia	469	566
Oshawa	3,992	3,103
Ottawa	5,203	4,714
Owen Sound	1,055	1,001
Parry Sound	297	333
Pembroke	1,321	1,417
Perth	393	504
Peterborough	2,380	2,564
Picton	181	154
Port Arthur	2,916	3,430
Port Colborne	757	687
Prescott	498	539
Renfrew	361	343
St. Catharines	2,813	3,465
St. Thomas	733	747
Sarnia	1,487	1,795
Sault Ste. Marie	2,219	1,877
Simcoe	829	566
Sioux Lookout	.....	310
Smiths Falls	412	424
Stratford	378	521
Sturgeon Falls	727	704
Sudbury	4,928	3,195
Tillsonburg	480	125
Timmins	1,779	2,200
Toronto	36,180	30,973
Trenton	648	613
Walkerton	335	449
Wallaceburg	325	426
Welland	1,848	1,695
Weston	2,734	2,465
Windsor	6,505	7,816
Woodstock	487	640

TABLE D-5—REGISTRATIONS FOR EMPLOYMENT, BY LOCAL OFFICE AREAS, AT MAY 31, 1963

(SOURCE: National Employment Service, Unemployment Insurance Commission)

Office	Registrations	
	(1) May 31, 1963	Previous Year May 31, 1962
Manitoba	**22,784**	**20,967**
Brandon	1,695	1,578
Dauphin	1,238	1,204
Flin Flon	128	163
Portage la Prairie	857	837
The Pas	362	475
Winnipeg(3)	18,504	16,710
Saskatchewan	**10,722**	**12,382**
Estevan	207	273
Lloydminster	224	243
Moose Jaw	816	875
North Battleford	848	714
Prince Albert	1,394	2,017
Regina	2,373	2,686
Saskatoon	2,812	3,137
Swift Current	294	433
Weyburn	170	218
Yorkton	1,584	1,786
Alberta	**29,675**	**26,605**
Blairmore	615	459
Calgary	8,846	7,255
Drumheller	376	447
Edmonton	14,297	13,141
Edson	333	566
Grande Prairie	1,091	1,128
Lethbridge	1,693	1,693
Medicine Hat	1,042	733
Red Deer	1,382	1,183

Office	Registrations	
	(1) May 31, 1963	Previous Year May 31, 1962
British Columbia	**51,979**	**51,893**
Chilliwack	1,095	1,038
Courtenay	767	648
Cranbrook	746	1,151
Dawson Creek	1,624	1,432
Duncan	429	632
Kamloops	1,208	1,285
Kelowna	1,149	978
Kitimat	121	111
Mission City	901	719
Nanaimo	677	721
Nelson	728	716
New Westminster	7,409	7,518
Penticton	1,234	1,173
Port Alberni	594	578
Prince George	1,839	2,219
Prince Rupert	1,382	1,288
Princeton	440	391
Quesnel	1,185	1,564
Trail	796	682
Vancouver	22,366	22,055
Vernon	1,490	1,590
Victoria	3,415	3,071
Whitehorse	384	333
CANADA	**471,953**	**455,852**
Males	341,869	329,391
Females	130,084	126,461

(1) Preliminary subject to revision

(2) Includes 415 registrations reported by the Magdalen Islands local office.

(3) Winnipeg includes Sioux Lookout as of November 1, 1962.

E—Unemployment Insurance

Unemployment insurance statistics are concerned with numbers of persons covered by insurance and claimants for benefit at Unemployment Insurance Commission local offices. The data are compiled in the Unemployment Insurance Section, DBS from information supplied by the UIC. For further information regarding the nature of the data see Technical Note, page 439, May issue.

TABLE E-1—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

End of:	Total	Employed	Claimants
1963—March	4,194,000	3,508,700	685,300*
February	4,246,000	3,525,500	720,500*
January	4,241,000	3,537,900	703,100*
1962—December	4,212,000	3,620,000	592,000*
November	4,094,000	3,719,800	374,200*
October	3,991,000	3,746,900	244,100
September	3,977,000	3,779,200	197,800
August	3,995,000	3,796,300	198,700
July	3,976,000	3,764,000	212,000
June	3,954,000	3,739,700	214,300
May	3,889,000	3,625,100	263,900
April	4,064,000	3,499,500	564,500
March	4,144,000	3,456,500	687,500

* By virtue of seasonal benefit class B, the claimant count during the seasonal benefit period may include a number of persons who were not represented in the insured population since last May. This explains, in part, unequal variations in the month-to-month movement of the employed and claimants. An additional factor stems from the fact that the number of claimants is ascertained by actual count, in local offices across Canada, whereas the employed figure is an estimate.

TABLE E-2—CLAIMANTS CURRENTLY REPORTING TO LOCAL OFFICES BY NUMBER OF WEEKS ON CLAIM, PROVINCE AND SEX, AND PERCENTAGE POSTAL, APRIL 30, 1963

(Counted on last working day of the month)

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

Province and Sex	Total claimants	Number of weeks on claim (based on 20 per cent sample)				Percentage Postal	April 30, 1962 Total claimants
		1–4	5–13	14–26	27 or more*		
Canada	565,928	143,619	186,362	191,423	44,524	45.1	564,478
Male	438,338	112,689	147,865	149,844	27,940	49.7	435,094
Female	127,590	30,930	38,497	41,579	16,584	29.5	129,384
Newfoundland	29,504	5,141	9,160	14,239	964	82.1	27,253
Male	28,006	4,867	8,652	13,654	833	83.2	25,552
Female	1,498	274	508	585	131	63.0	1,701
Prince Edward Island	4,948	758	926	3,079	185	77.3	4,826
Male	4,103	596	720	2,640	147	80.2	3,947
Female	845	162	206	439	38	63.2	879
Nova Scotia	34,394	7,185	10,634	13,841	2,734	58.7	33,560
Male	29,074	6,248	8,817	11,995	2,014	60.9	28,790
Female	5,320	937	1,817	1,846	720	46.7	4,770
New Brunswick	35,011	7,566	10,331	14,798	2,316	69.1	32,678
Male	29,636	6,789	9,190	12,137	1,520	71.2	27,756
Female	5,375	777	1,141	2,661	796	57.5	4,922
Quebec	180,591	43,477	64,145	58,797	14,172	44.8	174,620
Male	146,398	34,488	54,746	48,299	8,865	48.8	139,461
Female	34,193	8,989	9,399	10,498	5,307	27.5	35,159
Ontario	150,333	40,593	47,190	47,913	14,637	28.7	156,463
Male	104,079	28,635	33,492	33,032	8,920	30.5	109,444
Female	46,254	11,958	13,698	14,881	5,717	24.6	47,019
Manitoba	27,516	6,608	10,098	9,175	1,635	38.3	29,238
Male	20,982	5,025	7,476	7,481	1,000	43.3	22,487
Female	6,534	1,583	2,622	1,694	635	22.2	6,751
Saskatchewan	17,328	4,107	4,856	7,230	1,135	55.1	19,061
Male	13,460	3,384	3,713	5,733	630	60.8	14,738
Female	3,868	723	1,143	1,497	505	35.3	4,323
Alberta	32,009	11,707	11,805	6,831	1,666	66.3	33,537
Male	25,433	10,162	9,352	4,888	1,031	71.5	25,691
Female	6,576	1,545	2,453	1,943	635	46.3	7,846
British Columbia	54,294	16,477	17,217	15,520	5,080	32.4	53,242
Male	37,167	12,495	11,707	9,985	2,980	36.9	37,228
Female	17,127	3,982	5,510	5,535	2,100	22.9	16,014

* The bulk of the cases in this group were on claim from 27–39 weeks.

NOTE: Values less than 50 subject to relatively large sampling variability.

TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT, BY PROVINCE, APRIL 1963

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

Province	Claims filed at Local Office			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland	5,783	4,892	891	6,244	5,447	797	2,126
Prince Edward Island	1,187	967	220	1,177	1,080	97	332
Nova Scotia	8,821	6,510	2,311	9,952	8,972	980	1,750
New Brunswick	10,319	7,196	3,123	10,963	9,993	970	2,265
Quebec	54,597	39,596	15,001	60,098	51,953	8,145	14,888
Ontario	51,868	35,663	16,205	56,285	47,074	9,211	13,294
Manitoba	7,258	5,503	1,755	8,165	7,101	1,064	1,876
Saskatchewan	4,772	3,933	839	5,201	4,549	652	1,360
Alberta	11,980	8,475	3,505	12,474	10,608	1,866	3,683
British Columbia (incl. Yukon Territory)	19,009	12,282	6,727	20,158	16,335	3,823	4,393
Total, Canada, April 1963	175,594	125,017	50,577	190,717	163,112	27,605	45,967
Total, Canada, March 1963	195,918	143,626	52,292	193,232	165,428	27,804	61,090
Total, Canada, April 1962	181,299	122,080	59,219	188,155	158,961	29,194	46,408

* In addition, revised claims received numbered 41,163.

† In addition, 40,981 revised claims were disposed of. Of these, 3,900 were special requests not granted and 2,675 appeals by claimants. There were 10,660 revised claims pending at the end of the month.

TABLE E-4—BENEFIT PAYMENTS, BY PROVINCE, APRIL 1963

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

Province	Weeks Paid*	Amount of Benefit Paid $
Newfoundland	126,010	3,100,132
Prince Edward Island	25,535	565,375
Nova Scotia	140,073	3,158,262
New Brunswick	139,511	3,198,481
Quebec	758,895	19,051,271
Ontario	634,130	15,524,017
Manitoba	113,276	2,760,174
Saskatchewan	75,827	1,875,046
Alberta	125,569	3,233,844
British Columbia (including Yukon Territory)	189,198	5,116,498
Total, Canada, April 1963	2,328,024	57,583,100
Total, Canada, March 1963	2,476,641	61,287,118
Total, Canada, April 1962	2,113,953	51,647,128

* "Weeks paid" represents the total of complete and partial weeks of benefit paid during the month.

F—Prices

TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

1957 Weighted

(1949=100)

Calculated by the Dominion Bureau of Statistics

—	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
1959—Year	127.2	122.2	131.5	109.7	140.5	151.0	144.4	113.8
1960—Year	128.4	122.6	132.9	111.0	141.1	154.8	145.6	115.8
1961—Year	129.2	124.0	133.2	112.5	140.6	155.3	146.1	116.3
1962—Year	130.7	126.2	134.8	113.5	140.4	158.3	147.3	117.8
1962—June	130.5	125.6	134.9	113.1	140.4	158.2	147.0	117.9
July	131.0	127.0	135.1	112.9	140.7	158.4	147.8	117.9
August	131.4	128.4	135.1	112.7	140.8	158.2	147.8	118.0
September	131.0	126.8	135.2	113.3	140.3	158.2	147.6	118.0
October	131.5	127.2	135.4	115.6	139.9	160.0	147.8	118.0
November	131.9	127.7	135.6	116.0	140.6	159.8	148.2	117.8
December	131.9	127.8	135.7	115.8	140.2	159.8	148.2	117.8
1963—January	132.0	129.0	135.9	114.7	139.8	159.8	148.6	117.8
February	132.1	129.4	135.9	114.8	139.6	159.9	148.6	118.0
March	132.1	128.9	136.0	115.6	139.6	159.9	148.6	118.0
April	132.3	128.9	136.0	115.7	139.2	162.1	148.0	117.9
May	132.3	128.3	136.0	115.6	140.6	162.6	148.8	117.8
June	132.8	129.7	136.0	116.0	140.3	162.7	149.3	117.8

TABLE F-2—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF MAY 1963

(1949=100)

—	All Items			Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
	May 1962	April 1963	May 1963							
[1]St. John's, Nfld.	117.6	119.5	119.3	115.2	114.9	112.4	123.4	156.6	152.3	101.1
Halifax	129.2	131.2	131.3	124.0	134.9	125.5	138.1	163.7	165.5	124.5
Saint John	130.8	133.2	133.3	128.7	132.2	123.5	144.2	187.0	153.8	124.5
Montreal	130.2	132.2	132.1	133.4	134.8	108.2	159.1	169.2	143.7	118.7
Ottawa	131.2	133.4	133.1	128.1	137.5	120.0	153.1	169.1	142.8	123.9
Toronto	131.7	133.6	134.2	126.4	140.3	121.0	137.5	159.8	186.1	122.3
Winnipeg	128.7	129.3	129.4	127.8	128.4	119.6	134.3	174.7	138.7	120.3
Saskatoon—Regina	126.9	128.0	127.8	125.6	126.8	128.5	134.6	145.2	146.0	119.5
Edmonton—Calgary	125.5	127.4	127.1	122.5	127.4	124.0	129.7	164.1	144.8	119.5
Vancouver	129.1	131.8	131.5	128.9	135.2	118.9	139.9	150.2	149.4	120.9

N.B. Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

[1]St. John's index on the base June 1951=100.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section cover strikes and lockouts involving six or more workers and lasting at least one working day, and strikes and lockouts lasting less than one day or involving fewer than six workers but exceeding a total of nine man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to work stoppages. Workers indirectly affected such as those laid off as a result of a work stoppage, are not included. For further notes on the series see page 103, January issue.

TABLE G-1—STRIKES AND LOCKOUTS, 1958-1963

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1958	251	259	111,475	2,816,850	0.25
1959	201	216	95,120	2,226,890	0.19
1960	268	274	49,408	738,700	0.06
1961	272	287	97,959	1,335,080	0.11
1962	290	311	74,332	1,417,900	0.11
1962: May	25	45	17,420	137,980	0.13
June	27	53	14,522	256,210	0.23
July	26	48	16,867	133,580	0.12
August	37	57	11,565	74,380	0.06
September	23	47	10,509	121,930	0.12
October	22	44	10,031	121,230	0.11
November	29	47	9,525	75,270	0.06
December	14	28	3,565	55,110	0.05
*1963: January	9	24	4,559	79,780	0.07
February	22	37	7,002	75,280	0.07
March	18	32	5,207	34,080	0.03
April	25	42	8,562	47,180	0.05
May	28	44	6,214	30,300	0.02

* Preliminary.

TABLE G-2—STRIKES AND LOCKOUTS, MAY 1963, BY INDUSTRY

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry	...	...	...
Mines	4	576	6,580
Manufacturing	23	3,921	16,740
Construction	7	1,421	1,570
Transpn. and utilities	3	177	4,200
Trade	6	78	920
Finance	...	...	...
Service	1	41	290
Public administration	...	...	...
All industries	44	6,214	30,300

TABLE G-3—STRIKES AND LOCKOUTS, MAY 1963, BY JURISDICTION

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland	2	70	510
Prince Edward Island	...	...	...
Nova Scotia	1	116	290
New Brunswick	...	...	...
Quebec	9	735	10,090
Ontario	23	3,936	15,310
Manitoba	1	903	900
Saskatchewan	1	21	110
Alberta	1	275	140
British Columbia	5	153	2,840
Federal	1	5	110
All jurisdictions	44	6,214	30,300

TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, MAY 1963

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			May	Accumulated		
MINES						
Metal						
Solbec Copper Mines, Stratford Centre, Que.	Steelworkers Loc. 6256 (AFL-CIO/CLC)	172	3,780	11,920	Mar. 1	Wages, union security, other benefits in first agreement~
Rio Algom Milliken Mine, Elliot Lake, Ont.	Steelworkers Loc. 5615 (AFL-CIO/CLC)	281	560	560	May 23 May 27	Annual vacations, date of possible mine closure~Mine to close July 31.
MANUFACTURING						
Wood						
Canada Flushwood Door, Terrebonne, Que.	Upholsterers Loc. 388 (AFL-CIO/CLC)	237	2,840	2,840	May 15	Wages, hours~
Primary Metals						
Standard Tube & T.I., Woodstock, Ont.	Auto Workers Loc. 636 (AFL-CIO/CLC)	454	3,630	11,130	Apr. 8 May 13	Wages, fringe benefits, contract language~4¢ an hr. immediately, 4¢ an hr. at end of each yr. of contract.
Fittings Limited, Oshawa, Ont.	Steelworkers Loc. 1817 (AFL-CIO/CLC)	450	230	230	May 1 May 2	Alleged lack of information regarding negotiations~Return of workers, referral to conciliation.
Steel Company of Canada, Hamilton, Ont.	Steelworkers Loc. 1005 (AFL-CIO/CLC)	750 (7)	2,250	2,250	May 27 May 30	Incentive system in new unit ~Return of workers, further negotiations.
Metal Fabricating						
Hart & Cooley Ltd., Fort Erie, Ont.	Steelworkers Loc. 3952 (AFL-CIO/CLC)	105	840	840	May 22	Wages, modified incentive bonus plan~
Transportation Equipment						
Ford Motor Company, Oakville, Ont.	Auto Workers Loc. 707 (AFL-CIO/CLC)	996 (695)	330	330	May 16 May 16	Changes in shift starting times~Return of workers.
Northwest Industries, Edmonton, Cold Lake, Namao, Alta.	Machinists Loc. 1579 (AFL-CIO/CLC)	275	140	140	May 31	Wages, seniority rights~
CONSTRUCTION						
Great Lakes Fabricating, Sarnia, Ont.	I.B.E.W. Loc. 530 (AFL-CIO/CLC)	134 (131)	130	130	May 13 May 14	Jurisdictional dispute between unions ~ Return of workers.
Canadian Kellogg Co., Halifax, N.S.	Structural Iron Workers Loc. 752 (AFL-CIO/CLC)	116	290	290	May 14 May 23	Unqualified help assigned to unloading~Return of workers.
Toronto & District Marble, Tile & Terrazzo Contractor's Assoc., Toronto, Ont.	Bricklayers Loc. 31 (AFL-CIO/CLC)	228 (200)	110	110	May 31	Wages, retention of present system of hiring~
Grand Rapids Constructors, Grand Rapids, Man.	Various unions	903	900	900	May 31	Lost time due to weather conditions, overtime, travel time, other working conditions~
TRANSPN. & UTILITIES						
Transportation						
Several automobile dealers, Toronto, Ont.	Teamsters Loc. 847 (Ind.)	160	3,840	17,610	Feb. 6	Union security, voluntary dues check-off~

Figures in parentheses indicate the number of workers indirectly affected.

H—Industrial Accidents

Table H-1—Industrial Fatalities in Canada, by Type of Accident and Industry, During the First Quarter of 1963

(Preliminary)

Type of Accident	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Transportation, Storage, Communication	Public Utilities	Trade	Finance	Service	Unclassified	Total
Striking against or stepping on objects	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Struck by:													
(a) tools, machinery, cranes, etc.	.....	.....	.....	1	1	1	.....	.....	.....	.....	.....	.....	3
(b) moving vehicles	.....	2	.....	.....	1	.....	2	.....	.....	.....	1	.....	6
(c) other objects	2	18	1	12	.....	5	4	.....	.....	.....	4	.....	46
Caught in, on or between machinery, vehicles, etc.	1	3	.....	1	3	5	1	.....	1	.....	.....	.....	15
Collisions, derailments, wrecks, etc.	.....	1	2	.....	.....	1	17	1	8	.....	3	.....	33
Falls and slips:													
(a) on same level	.....	1	.....	1	1	.....	.....	.....	.....	.....	1	.....	4
(b) to different levels	.....	2	6	5	5	12	4	.....	1	.....	2	.....	37
Conflagrations, temperature extremes and explosions	1	.....	3	3	9	.....	.....	.....	.....	.....	.....	.....	16
Inhalation, absorptions, asphyxiation and industrial diseases	.....	.....	.....	6	3	.....	1	.....	2	.....	2	.....	14
Electric current	.....	.....	.....	.....	4	3	.....	2	.....	.....	1	.....	10
Over-exertion	.....	.....	.....	.....	1	.....	.....	.....	.....	.....	1	.....	2
Miscellaneous accidents	.....	.....	.....	.....	1	1	.....	.....	1	.....	1	.....	4
Total	4	27	12	29	29	28	29	3	13	.....	16	.....	190*

* Of this total 148 fatalities were reported by the various provincial Workmen s Compensation Boards and the Board of Transport Commissioners; details of the remaining 42 were obtained from other sources. The number of fatalities that occur during a quarter is usually greater than shown, as not all fatalities are reported in time for inclusion in the quarterly tables. Fatalities not recorded in the quarterly tables are included in the annual tables appearing in the May issue.

Table H-2—Industrial Fatalities, by Industry and Province, During the First Quarter of 1963

(Preliminary)

Industry	Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Yukon & N.W.T.	Total
Agriculture	.....	.....	.....	1	1	2	.....	.....	.....	.....	.....	4
Logging	.....	.....	1	3	2	2	1	.....	3	15	.....	27
Fishing and Trapping	.....	.....	4	2	.....	3	.....	.....	.....	3	.....	12
Mining and Quarrying	.....	.....	1	.....	1	9	2	3	6	7	.....	29
Manufacturing	.....	.....	1	.....	4	16	1	.....	3	4	.....	29
Construction	2	.....	2	.....	5	4	3	.....	6	6	.....	28
Transportation, Storage and Communication	1	.....	2	.....	5	10	.....	.....	5	6	.....	29
Public Utilities	.....	.....	1	.....	.....	1	.....	.....	1	.....	.....	3
Trade	.....	.....	.....	.....	.....	10	.....	.....	1	2	.....	13
Finance	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Service	.....	.....	.....	.....	.....	9	.....	.....	.....	7	.....	16
Unclassified	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Total	3	.....	12	6	18	66	7	3	25	50	.....	190*

* See footnote to Table H-1.

Technical Note to "D" Tables

Tables D-1 to D-5 present selected statistics emanating from operations of National Employment Offices. These statistics, therefore, must be interpreted in the light of National Employment Service policy, operations, and reporting methods. Within this context, these operational statistics can provide useful information on labour supply and demand, historically and at specific points in time, by occupations, industries and local office areas.

Each National Employment Office is engaged in: (1) receiving applications for employment, assessing and recording the qualifications, interests, and aptitudes of the applicants, and assigning the occupational classifications which represent the applicant's highest levels of skill; (2) receiving orders for workers from employers, recording the employers' specifications for job vacancies, and classifying the orders occupationally and according to the industrial activity of the employers; (3) selecting from among available applicants the persons whose qualifications most closely approximate the specifications on the employers' orders; and (4) initiating clearance procedure to inform other National Employment Offices when suitable applicants are not available locally to fill employers' requirements. (There are numerous other related activities engaged in by National Employment Offices, but these are not the subject of the operational statistics under discussion.)

The industrial classification system used to classify employers and employers' orders is the Standard Industrial Classification of the Dominion Bureau of Statistics.

The occupational classification system used for classifying employers' orders and applications for employment is that of the Dictionary of Occupational Titles, published by the United States Employment Service. This system is based solely on the needs of the personnel selection process, and as a result is dissimilar from other occupational groupings such as occur in the census or in various salary evaluation systems.

The two basic statistical reports of the National Employment Service reflect these operations and systems of classification.

One of these statistical reports is produced from a physical count of the local office files of orders and applications, and shows by occupational groups the number of unfilled vacancies and registrations for employment that are active *on the last working day of each month.* Certain exclusions are made in this count, however. Total unfilled vacancies specifically exclude "deferred vacancies," i.e., those vacancies that are listed with the local offices but for which employers are not yet ready to accept referrals or confirm hiring. Total registrations for employment exclude those persons who are known to be employed but are seeking different work, those persons who also have applications registered with other local offices, those persons who are seeking part-time work only, those persons who have registered in advance of their availability for work, and a few other similar categories. Since registrations are retained on an active basis for 14 days, these totals will include some applicants who have found work on their own but have not so notified the local office. Month-end data taken from this report on unfilled vacancies and registrations for employment are to be found in Tables D-1, D-4 and D-5. With particular reference to Table D-5, it should be noted that the totals given for each office represent the whole area served by the office and not simply those in the city or town in which the office is located.

The other basic statistical report contains monthly totals of certain National Employment Office operations, including such items as registrations received, vacancies notified, and placements effected, *during the whole of the month reported.* In this report, "registrations received" include the total number of registrations recorded during the month, and therefore differ considerably from "registrations for employment" taken from the other report, which deals only with selected registrations at a specific point in time. Vacancies notified and placements effected are recorded in this report by industry groups, but in the table published here, only placements effected are shown by industry groups.

"Vacancies Notified" are the total number of job openings that have been listed by employers with National Employment Offices, and, as such, provide an indication of fluctuations in the demand for workers. "Placements Effected" are the number of confirmed placements made by the NES on the vacancies notified. As such, placements effected provide an indicator of the number of persons who have found employment during the period. Placements effected include regular placements, casual placements (in jobs with an anticipated duration of six days or less), and transfer-out (placements involving the movement of workers from one local office area to another).

Tables D-2 and D-3 contain data on registrations received, vacancies notified and placements effected, and placements by industry, respectively, taken from the operational report covering the whole of each month.